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

DON'T FORGET TO VOTE

by Debbie Bennett

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

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

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

Place your completed ballot in the SECRET envelope first, then place that secret envelope inside the white envelope with the address on it. The SECRET envelope ensures that your vote is confidential.

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

The ballots must be placed in the mail to you by May 14. The ballots will be collected on June 5. Please mail your ballot in early.

If you have any questions, please feel free to contact me at 910-850-6370. I am here to help make sure you get your ballot, and you get to vote!

See you at the State Convention!

**Voting for your National Delegates is one of your Union Privileges. Don't waste it!
Please take the time to vote.**

I n s i d e T h i s I s s u e

Growing Your Retirement Account

Working Off The Clock

State Convention Information

North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

ELAINE ALTHOFF

71 White Pine Dr
Waynesville, NC 28786-3151
Phone 828-456-9352

NCRLCAPresident@gmail.com

VICE PRESIDENT

JAY SCHREIBER

132 Sky Sail Blvd
New Bern, NC 28560-4572
Phone 252-474-7473

NCRLCAVP@gmail.com

SECRETARY/TREASURER

VICKI GRAY

424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815

NCRLCASecTreas@gmail.com

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

Executive Committee

RETIREMENT

TELISHA LOCKLEAR

PO Box 631
Raeford, NC 28376-0631
Phone 910-785-2954

NCRLCARetirement@gmail.com

HEALTH BENEFITS

TRACY GREER

PO Box 41
Vilas, NC 28692-0041
Phone 423-707-5578

NCRLCAHealth@gmail.com

SAFETY

ALICIA PRESSLEY

294 Dream Valley Dr
Clyde, NC 28721-5519
Phone 828-734-6197

NCRLCASafety@gmail.com

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

Appointed Officers

CHAPLAIN

JESSE RAY FARMER JR

4377 5 Points Rd
La Grange, NC 28551-8119
Phone 252-939-6826

P.A.C. CHAIRMAN

BRENDA GIBBS

5877 Turner Smith Road
Browns Summit, NC 27214-9523
Phone 336-656-0123

YourNCPAC@gmail.com

WEBMASTER

RENEE JOHNSON

383 Clint Johnson Road
Wilkesboro, NC 28697-7243
Phone 336-984-2368

NCRLCAWebmaster@gmail.com

AUTO-HOME INS. REP.

TELISHA LOCKLEAR

PO Box 631
Raeford, NC 28376-0631
Phone 910-785-2954

NCAutoInsRep@gmail.com

HISTORIAN/PHOTOGRAPHER

DEBBIE BENNETT

219 Cecil Ave
Spring Lake, NC 28390-2522
Phone 910-850-6370

NCRLCAHistory@gmail.com

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

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

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

Please keep this phone number for future use.

WEBSITE

Please visit

www.NCRLCA.org
for all the latest news.

This month the password will be GetUR_ARRRR!on

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

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

Cover Photo

Fancy & her calf Dottie
on Johnson's Farm

By Brenda Johnson

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Important Dates

May 10	Mother's Day
May 13	Delegate Ballots Mailed to Members
May 25	Memorial Day Holiday
June 7-10	State Convention
June 14	Flag Day
June 19	Juneteenth Holiday
June 21	Father's Day
July 3	Independence Day (Holiday Observed)
July 4	Independence Day



President

Elaine Althoff

Thank you for welcoming us to your district meeting. It is always a pleasure to gather and see everyone again.

I want to extend my sincere thanks to those local officers who have passed the torch to newly elected officers. Your service and dedication to your district have not gone unnoticed. To those who were newly elected, thank you for your willingness to step up and support your district in the future.

Some districts still have officers nearing retirement. They would love to see the next generation step in and fill their shoes, so please begin thinking about getting involved.

We have now completed another mini mail survey. Many routes across the state are currently froze, while others are just beginning to come out of that status. The post office is also starting route cuts again for those overburdened routes. I hope you were able to attend your district meetings, where our full-time ADRs explained these updates and how they affect the routes.

Reports are being sent out for routes that are still not scanning. Please remember to train your RCAs to **SCAN-SCAN-SCAN where you stand!** Review RRECS regularly, attend your district meetings, and complete your mapping every month.

If you are not currently doing your mapping, please contact your Steward. This is your time, and it will directly affect your evaluation.

Our integrity is on the line—please do not cheat yourself or your route.

Legislative at work:

The Legislative Seminar, as we go to print, is where we are. See all the information in the next issue.

CORRECTION

State Delegate pay was listed as “up to \$100.00 per day” in the March April issue on page 11.

The correct amount is **up to \$125.00 per day.**

We apologize for the error.

Happy Spring Everyone!

Upcoming Events:

Relief Day Work List:

The RDWL sign-up period runs from April 11 through April 24, with the new list taking effect May 2, 2026. Another opportunity to sign the list occurs three weeks before the start of the next guarantee period.

Food Drive:

Stamp Out Hunger Food Drive Day is May 9th. This is a wonderful cause that helps the communities right where you serve. Your participation is crucial in supporting our community's food banks.

The State Convention

State Convention will be from June 8th through June 10th at the Greenville Convention Center, Greenville, NC. We have three hotels to choose from, and the reservation cutoff is by May 7th. (*see page 16 for hotel information*)

Your pre-registration form must be filled out and sent off. Mail early, the mail has slowed down in many areas. Please fill out section 2. You must register so we have the numbers for our food events. This will help us to provide the chef with a more accurate number of meals needed for all our event meals.

Auxiliary is also requiring you to pre-register your children/grandchildren for the Junior Auxiliary this year for them to participate. Please fill out the consent form, also a \$10.00 registration fee, and they will need your child's shirt size for T-shirts this year. **The deadline is May 7th.** As of press time, we have not heard where the trips are this year for the Juniors.

The Memorial service will be led by Jesse Ray Farmer Jr. It will be at 7:00 p.m. Sunday evening. Juniors will be there as well for their part in the service.

Our guest speakers will be National Executive Committeewoman, Bethany Small; USPS North Carolina District Manager Scott Manier; and from the National Auxiliary Cheryl Mason.

PAC is having a Pirate-themed night. You must pre-register (requires a donation) by Tuesday, June 9th.

(Continued on page 7)



Chaplain

Jesse Ray Farmer Jr.

Quiet Strength

Out on the route, you know the difference between being tired and being weary.

Being tired is physical. It's the long miles, the heavy packages, the heat, the cold, the early mornings. Tiredness usually has a remedy—rest, a good

meal, a night of sleep.

But weariness runs deeper.

Weariness is what settles into your spirit. It doesn't always go away with sleep. It comes from carrying things you can't clock out from:

- * Caring for an aging parent whose needs keep growing
- * Loving a child with disabilities and navigating daily unknowns
- * Living in tension with a difficult spouse or strained relationship
- * Trying to stay afloat under financial pressure
- * Facing your own health concerns while still showing up for others

You can finish your route and still feel weary.

Isaiah 40:29–31 speaks directly into that kind of exhaustion—not just physical fatigue, but the kind that weighs on your heart and mind. The promise isn't that life gets easier overnight. It's that strength is renewed, even when circumstances don't immediately change.

For some, that renewal comes through faith in God. For others, it may come through moments of quiet, prayer, reflection, or simply the decision to keep going one step at a time. However you understand it, the message is this:

You are not meant to carry everything alone.

There's a different kind of strength available—one that doesn't depend on how much energy you have left, but on your willingness to pause, to trust, and to receive help beyond yourself.

Think about someone like Bethany Hamilton, the surfer who lost her arm in a shark attack. By every measure, she had reason to quit. The physical challenge alone was enormous—but the emotional weight could have been even heavier. Yet she returned to the water,

adapting, persevering, and eventually competing again. Her strength wasn't just physical—it was a deeper resilience, a refusal to let weariness define her future.

That same kind of renewal is possible for you.

Maybe it doesn't look like soaring today. Maybe it looks like:

Taking the next delivery, even when your mind is heavy;

Choosing patience in a hard relationship;

Asking for help when you'd rather push through alone;

Finding one small moment of peace in the middle of a long day.

Isaiah says there will be seasons when you run and don't grow weary, walk and don't faint.

But it starts with hope—trusting that strength can be renewed, even when you feel depleted.



Obituaries

Mrs. Veronica Adele Daniels Martin, age 57, a resident of Washington, NC passed away peacefully on Thursday, February 26, 2026 at ECU Health Medical Center in Greenville, NC with her loving family by her side.

Veronica was born in Beaufort County on April 20, 1968, to the late Ellis Lee Daniels and Betty Jean Beddard Daniels. On June 22, 1990, Veronica married the love of her life Johnny Samuel Martin, beginning a devoted partnership built on love, laughter, and unwavering support. Their bond was one of deep friendship and commitment, and he survives her.

She is survived by her beloved daughter, Amanda Lynn Martin, whom she loved beyond measure.

Survivors include her sister: Heather; brothers-in-law: Randy (Wendy) and Chris (Connie) and her

(Continued on page 11)



Executive Committeeman
Telisha Locklear

Growing Your Retirement: Planting Seeds for Your Future

For rural letter carriers, retirement doesn't just happen—it is built over time. One of the best ways to understand retirement is to think of it like planting a garden. What you put in today decides what you will harvest tomorrow.

can provide extra growth opportunities, especially for those in higher earning brackets.

Watering the Garden: Staying Consistent

A garden cannot survive without regular watering, and your retirement cannot grow without consistent contributions. Each pay period is an opportunity to invest in your future. Each time you get a cost-of-living increase, apply it to your TSP. Automate your savings contributions so you don't have to think about it each month—this helps ensure you won't skip a beat on saving.

Preparing the Soil: Building Your Foundation

Every successful garden starts with good soil. For rural carriers, this begins when you become a regular carrier and start learning your benefits. Understanding your retirement system, keeping your Form 50, SF3107, SF2817, and SF2809, as well as any military buyback, and setting up your savings correctly, lays the groundwork for everything that follows. Additionally, consider attending retirement seminars and workshops offered by USPS or financial advisors to deepen your understanding.

Pulling the Weeds: Avoiding Costly Mistakes

In retirement, weeds include not saving enough, carrying too much debt, and ignoring retirement education. Stay in touch with those free webinars and financial literacy resources. Removing these obstacles early protects your future. Regularly review your budget to identify unnecessary expenses that could be redirected into your retirement savings.

Planting the Seeds: Starting Your Savings Early

Your seeds are your contributions to your retirement savings. Contributing at least 5% of your pay ensures you receive the full USPS match for TSP—free money that helps your retirement grow. The earlier you plant, the longer your money has to grow. Remember to choose the best TSP contributions that align with your lifestyle. It's also wise to explore other saving options like IRAs which



(Continued on page 7)

(Continued from page 6) **Retirement**

Fertilizing the Garden: Using Your Benefits

Rural carriers benefit from a pension, high-3 salaries, Social Security, and their TSP savings. These benefits work together to strengthen your retirement if used properly. Be proactive in understanding how Social Security works and when to claim it; a delayed claim can significantly increase your monthly benefit.

New Online Retirement Resources through OPM

With the Office of Personnel Management (OPM) launching new online retirement tools, you now have more resources at your fingertips. Use the OPM's online retirement estimator to evaluate your potential retirement benefits and plan accordingly. Additionally, the OPM's online courses can further educate you about your options and help you make informed decisions about retiring under your particular circumstances. This resource empowers you to take charge of your retirement planning.

Harvest Time: Enjoying the Results

After years of effort, retirement is your harvest. Your savings and benefits provide income after your years of service. If you are within those last 5 years of retirement, make sure to go online at liteblue.gov and get your free annuity estimate. Consider meeting with a financial advisor to create a retirement income strategy that optimally uses your savings and benefits.

Additional Considerations

During retirement planning, it is crucial to account for healthcare expenses, potential long-term care needs, and the tax implications of your income sources. Explore Medicare and supplemental insurance options to ensure you are covered. Also, think about diversifying your investments to reduce risk.

Final Thoughts

Start early. Stay consistent. Use your benefits. And one day, you will enjoy the harvest you worked so hard to grow.

I hope to see you all at our upcoming convention in Greenville, NC, June 8-10.

Happy growing!

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

There will be no ticket sales at the door. Avoid the line by mailing in your check and the number of people attending to Brenda Gibbs. They will have some silent auction items and raffle items this year. Bring your items for donation, and you're \$\$ for bids. Good Luck!

Your Resolutions and Constitution changes should have been brought to your District meetings and voted on, then sent to Vicki Gray, and we will hear them at the State Convention. They must be submitted before Sunday, June 7th, for the committees to accept them. All others submitted will have to come up under New Business, and the body

will vote on whether they will allow them to be heard.

National Delegate ballots will be mailed out May 8-14th. Please take the time to vote for your National Delegates and return your ballot.

YOUR VOICE, YOUR VOTE, YOUR UNION!

“Nobody cares how much you know, until they know how much you care.”

Theodore Roosevelt

The Quiet Hazards of May and June

The ones you don't notice until they add up

The early summer months do not always bring the dramatic hazards we prepare for all year. Instead, they show up quietly. A little more sun than we realize. A reach that feels harmless until it is not. A mailbox just low enough to make our backs protest.

These are the risks that slip into our routines. Because they are subtle, they are easy to ignore. Paying attention to them now can make a real difference in how we feel at the end of the day and how well we can keep doing this work for years to come.

Right Side Sun Exposure

Anyone who has delivered for more than a season knows the pattern. The right arm warms up first, the right cheek follows, and the right ear is usually the first to complain.

It is not one long exposure. It is thousands of small ones.

This is not about appearance. It is about long term skin health and the reality that UV exposure adds up even on mild days.

Helpful Habits

- Apply sunscreen to the right side before leaving the office
- Use a UV sleeve to protect the arm closest to the window
- Wear a hat that provides real shade

THINK SAFETY!

SAFETY COMES FIRST

- **ARRIVE SAFE**
- **WORK SAFE**
- **GO HOME SAFE**



Executive Committeeman

Alicia Pressley

What to Watch For

Skin cancer often starts as something easy to overlook. Carriers spend years in the sun, so it is worth knowing the early signs.

- A spot that changes in size, shape, or color
- A mole that looks different from the others
- A patch of skin that bleeds, crusts, or does not heal
- A new bump that feels firm or looks shiny
- A flat, scaly area that keeps returning

If something looks off, trust your instincts and get it checked. Early attention matters.

The Constant Right Side Reach

Repetition is one of the most underestimated risks on the route.

Reaching out the window is so routine that it barely registers. Until it does. Hundreds of repetitions a day add up, and shoulders, elbows, and wrists eventually start voicing their opinions.

It feels fine, right up until it doesn't.

Helpful Habits

- Adjust your seat so you are not stretching farther than necessary
- Stretch your shoulder and neck before heading out
- Switch hands when casing to give your dominant side a break

Your body carries you through long days and tough routes. Investing in its well being is one of the smartest safety choices you can make.

The Window Lean

Every carrier knows the lean.

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(Continued from page 8) **Safety Hazards**

Toward a box that is too low, too far, or surrounded by overgrown grass where you can't see what's there, which is never a great feeling. It feels harmless in the moment, but the slow twist of the spine and hips adds up over time.

Helpful Habits

- Bring the seat forward slightly
- Keep your hips square instead of twisting
- Take a quick posture reset whenever it crosses your mind

And an Important Reminder

If a mailbox is positioned so low or so awkwardly that you cannot safely reach it, do not risk injury. Your safety comes first. Use PS Form 4056 to notify the customer of the issue and request that the box be brought into compliance. The form exists for exactly this reason, and your back will be grateful you used it.

Sanitizer and Sun Sensitivity

Hand sanitizer is part of the daily routine now, but it can make skin more sensitive to sunlight for a short time.

Combined with sun exposure, this can increase irritation or sensitivity.

It is a small detail that is easy to overlook until irritation shows up. Usually at the worst possible time.

Helpful Habits

- Let sanitizer dry completely before driving
- Apply sunscreen after sanitizer
- Moisturize at night to keep skin healthy

Heat and Repetition

Warm days and long routes can create a quiet mental fog. Even the most experienced carriers feel it. It is not a flaw. It is human.

Fatigue does not always feel dramatic. Sometimes it just feels like a slower version of yourself.

And that's when little things start to slip.

Helpful Habits

- Drink water throughout the day
- Take brief mental resets when you can
- Keep the cab cool enough to stay alert

A clear mind is one of the most important safety tools we have. The risks that feel small are often the ones we repeat the most.

Why These Quiet Hazards Matter

They are not dramatic. They do not always make the stand up talks, and they rarely get much attention. But they shape our comfort, our health, and our ability to keep doing this work well.

Paying attention to them is a simple way to take care of ourselves and each other.

Going Home Matters Most

At the end of the day, the goal is simple.

We finish our routes safely and make it home to the people who matter most.



May 10, 2026

Participate

Participate is a verb *pahr-tis-uh-peyt* - To take or have a part or share, as with others; partake; share (usually followed by in).

As I write this article, district meetings have or will be taking place across North Carolina's 31 districts. Some larger districts of 300 plus members have had attendance of 45-55. While those districts with around 100 members had 7-12 or even fewer participate. Thank you to those that showed up to have an active role in your craft.

Those that did not, I am sure had personal valid reasons they could not make it like no substitute, family commitments or an assortment of other reasons. But unlike that gym membership purchased with good intentions of using, the union membership still needs to conduct business with election of district officers and selection of delegates for state convention.

If less than 10 percent of our membership attends district meetings, some districts would barely have enough attendance to elect district officers. You do have another opportunity to participate later this month and next. Ballots for National Convention delegates will be arriving in your mailbox not long after this newsletter and State Convention might be



Vice President

Jay Schreiber

just a few miles away from you in June. You can be a participant in your union so step up.

Here are some numbers about our union membership participation:

- ☞ Contract – 16 percent voted
- ☞ Delegates to National Convention – 8.5 percent voted
- ☞ Delegates at State Convention – 15 percent of allowed delegates

Will the USPS management take our union serious if less than 1 out of 7 members votes on their own contract?

Take advantage of your union membership and get involved! Be the Flame!

(Continued from page 5) Obituaries

nieces and nephews.

A 1986 graduate of Washington High School, Veronica proudly served her community as a rural mail carrier, a role she treasured because she truly loved connecting with people.

Known for her warm smile and friendly spirit, she brightened the days of the countless families along her route. She was more than a mail carrier, she was a familiar and comforting presence in those she served.

Veronica loved God, treasured her family, and faced every day with a grateful heart and eager spirit.

Veronica will be remembered for her kind heart, her faithful spirit, her devotion to her family, and the joy she found in everyday moments. Her presence will be

deeply missed by all who knew and loved her, but her memory will live on in the hearts of those she touched.

Princess Russell We are sad to announce that on March 14, 2026 we had to say goodbye to Princess Russell (Zebulon, North Carolina).

As we bid farewell to this luminous soul, let her loved ones carry forward the torch of her memory, illuminating the path ahead with the warmth of her love and the brilliance of her spirit. Though Princess may journey beyond the horizon of our sight, her essence remains woven into the very fabric of our being — a guiding light in the darkness, a beacon of hope in the night.

Princess was a rural carrier in the Wake Forest Post Office.

Official Convention News

NATIONAL CONVENTION

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 has closed for this year.

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

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 designee may observe the ballot tabulation.

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

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



Gaylord Texan Resort

Didn't Receive Your Ballot

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

Official Convention News

STATE CONVENTION

The State Convention will be held at Greenville Convention Center in Greenville, NC on June 7 thru June 10, 2026.

The business session will begin on Monday June 8th at 9:00 AM.

Complete address and reservation information for the State Convention can be found on page 16 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.

No Candidate Announcements were received for publication.

GUEST SPEAKER

NATIONAL OFFICER BETHANY SMALL

Bethany Small of North Carolina was elected to the National Rural Letter Carriers' Association National Board at the 118th National Convention in Reno, Nevada on August 30, 2024, to serve a 4-year term as Executive Committeeman.

Bethany began her postal career in early 2007 as an RCA at the Ocean Isle Beach delivery unit of the Shallotte Post Office in North Carolina.

She became a PTF in 2012 and a Regular Carrier in 2014 and is currently assigned to RR13 in Ocean Isle Beach, NC. Bethany was first elected Local Steward in 2008, was appointed as an Area Steward in 2010, and was appointed as a Part-time Assistant District Representative of the Mid-Carolinas District in 2013. She was also one of the first recipients of the William Peer Scholarship awarded at the National Convention in St. Louis, MO, in August 2013.

Bethany became a full-time Assistant District Representative in 2015 and the Mid-Carolinas District Representative in 2020. When the postal districts were realigned in 2021, Bethany was asked to serve as the District Representative of the newly created North Carolina District, which combined the Mid-Carolinas district and the Greensboro district, a position in which she served until her election to the National Board in 2024.

Bethany and her husband, Matthew, have been married for 18 years and live in Southport, North Carolina.

Official Convention News

STATE CONVENTION

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.

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 **\$125.00** per each completed business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.
- E. Any state delegate to the State Convention who is being compensated for the State 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.

Mail Before May 7th!

2026 PRE-REGISTRATION FORM NCRLCA

STATE DELEGATE for District _____

Please print clearly.

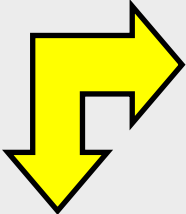
Name _____

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)



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 website.

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

Official Convention News

North Carolina Membership Totals

as of April 10, 2026

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

District	District Name	Members	Delegates
1	ALAMANCE	61	11
2	ALBEMARLE	95	16
3	BRUSHY MOUNTAIN	126	21
4	ALLEGHANY-ASHE	34	6
5	PEACH BELT	67	12
7	ROANOKE-CHOWAN	50	9
8	SOUTHEASTERN	283	48
9	BURKE-CALDWELL-CATAWBA	172	29
10	FOOTHILLS	112	19
11	SMOKY MOUNTAIN	121	21
12	DURHAM-ORANGE	121	21
14	CASWELL-ROCKINGHAM	60	10
16	CENTRAL CAROLINA	101	17
20	SANDHILLS	259	44
23	SEA LEVEL	255	43
24	WAKE COUNTY	437	73
25	TRI COUNTY-UPPER WAYNE	165	28
26	YADKIN RIVER	170	29
28	SIX COUNTY	162	27
29	CLEVELAND-GASTON-LINCOLN	197	33
30	GUILFORD COUNTY	160	27
34	JOHNSTON -NORTH HARNETT	124	21
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	152	26
38	MECKLENBERG	364	61
42	RANDOLPH-DAVIDSON MONTGOMERY	126	21
44	ROANOKE BEAUFORT-HYDE-N. PITT	155	26
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	107	18
50	PIEDMONT	283	48
52	TIDEWATER	285	48
54	UNION COUNTY	124	21
57	WATAUGA-AVERY	53	9
	North Carolina Total	4981	843

Official Convention News

If Elected As A State Officer

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

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

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

It is required!

State Convention Committee Assignments

CREENTIALS

Tanisha Green, Chairman
Roger Southern
Kathy Hedrick

CONSTITUTION

Brandi West, Chairman
Jim Morrison
Ricky Stafford
Amy Russo
Heather Whitener

RESOLUTIONS

Gail Naillon, Chairman
Lindsey Duncan
Nathan Warren
Eric Anderson
Clarence Rogers

ELECTIONS

Debra Bennett, Chairman
Connie Lindsay
Mike Shue
Nancy Moose

TELLERS

Committee One
Arnold Williams, Chairman
Rhonda Sears
Patricia Cassey
Leigh Huffman
Kristina Parks
Luis Carreno

Committee Two

Angela Morrow, Chairman
Candi Pressley
Alaffia MacDonald
Brittany Blackwood
Tammy Carroll
Nina Turner

What to Expect at this Year's State Convention

We are going to the Greenville Convention Center this year. You will have your choice of hotels under our group rate. The reservation info for each hotel is on page 16. They each have a different rate. All three hotels surround the Convention Center and are just a short walk to the doors. The Hilton is actually attached to the Convention Center. The Holiday Inn has a covered walkway to the center and the Hampton is just a quick walk through the parking lot.

Reservations must be made **by May 7th**.

Don't forget to preregister to be a paid delegate to the State Convention. You **MUST** be elected as a delegate from your district and preregister by May 7th to be paid.

Please fill out all info on the form. We want to know if you will be partaking in the meals provided for you. We need to provide the chef with an accurate number of meals, so please fill out the second section with your pre-registration.

The Auxiliary is also **requiring** that you preregister your children/grandchildren for the Junior Auxiliary for them to participate. There is a \$10 fee this year. They need to know the ages of the children and how many will be attending. They also need your child's T-shirt size so they can get them ordered. Please register them as soon as possible. The form for that is in this issue on page 39. It must be sent by May 7th.

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

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

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

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

Guest speaker is Bethany Small, NCRLCA Executive Committeemen. She will join us for the

entire Convention.

Other guest speakers during the convention are National Auxiliary Committeeman Cheryl Mason, Aneka Battle with APCU Credit Union, Ali Sherrill from Atena and USPS District Manager Scott Manier.

Lunch will be provided for all on Monday.

Monday evening we will have "Meet the Candidates". This will be the time for you to hear what the members running for office have to say.

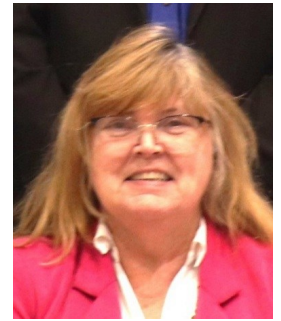
Tuesday morning it is back to business at 8:30.

Tuesday night we will have our PAC fundraiser with a Pirate's theme. We encourage you to embrace our theme and grab an eyepatch or some gold hoops and join us for a night of fun. A PAC donation is required for dinner. (Eyepatch not required) There will be a prize for best dressed!

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

The program for the State Convention will be available on our website once it is finalized.

I'm looking forward to seeing you there!



**Secretary/
Treasurer**

Vicki Gray



Our North Carolina State Convention is fast approaching. This year's PAC banquet theme is **PIRATES** so dress the part and come join us. A minimum \$15 PAC donation is required. Children 3 and under eat free.

We have three raffle items that will be given away at the State Convention. Tickets for the banquet and the raffle items can be purchased at your district meeting and at the State Convention.

Please bring your gift donations with you to be included in our Convention-only raffles and silent auction. All proceeds go to PAC.



PAC CHAIR
Brenda Gibbs

What's happening in Washington?

H.Res. 70 has increased its cosponsors from 231 to 233 with four Representatives from our state signing. S.Res. 147 remains at 7 cosponsors. Thom Tillis is one of those 7.

H.R. 1065, "Protect our Letter Carriers Act " has once again had the biggest gains in cosponsors from 174 to 191 currently with three Representatives from our state signing. S.463 has 11 cosponsors, none of them from our state.

H.R. 1522, "Federal Retirement Fairness Act " has increased from 125 to 128 cosponsors with only 3 of the 13 NC Representatives signing.

H.R. 3011, "USPS Shipping Equity Act ", has 10 cosponsors.

If you have not contacted your Representative, now is the time to do so! We must be active participants to be successful and realize the full potential of our careers.

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

Please make checks out to NRLCA PAC

Pick up your tickets at the PAC table at the State Convention.

NO TICKETS WILL BE MAILED TO YOU!

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.**

North Carolina's Outstanding Member of the Year Recipients

YEAR	NAME	CITY	YEAR	NAME	CITY
1962	R. Clyde Winebarger	Boone	1995	Harold Knight	Stoneville
1963	Finley K. Rogers	Clarkton	1996	Ellen Reavis	Winston Salem
1964	J. Guy Padgett	Hayesville	1997	J R Jones	Washington
1965	Carey Lawrence	Mooresville	1998	Pete Williford	Newton Grove
1966	Robert H. Morris	Lexington	1999	Rene Holton	Statesville
1967	King W. Westbrook	Burlington	2000	Dennis Conley	Franklin
1968	Rufus U. Cotton	Fuquay Varina	2001	Barbara Smith	Raleigh
1969	Sanford H. Fishel	Winston Salem	2002	Jeanette Dwyer	Lake Waccamaw
1970	J. Frank Sessoms	Fayetteville	2003	Glenn Johnson	Newland
1971	Roy Barbee	Greensboro	2004	Van Carter	Plymouth
1972	Admah Lanier Jr.	Wilmington	2005	Bryan Hudgins	Eure
1973	Leonard Scronce	Vale	2006	Lynn Adams	Clinton
1974	Prennis H. Page	Stedman	2007	Sue Ligon	Statesville
1975	Lewin Medford	Canton	2008	Lonnie Thigpen	Beulaville
1976	J. E (Gene) Kirk	Charlotte	2009	James Simmons	Nakina
1977	J. D. Herring	Lumberton	2010	Sandy Wilson	Thomasville
1978	Bruce Cook	Murfreesboro	2011	Ronald L. Lineberger	Maiden
1979	Glenn F. Rogers	Leicester	2012	Van Heath	Jamesville
1980	Edd A. Beaver	Rockwell	2013	Brenda White	Elizabeth City
1981	Herman Jones	Zebulon	2014	Sally Corriher	China Grove
1982	Charles Currin	Bunnlevel	2015	Jeff Essick	Winston-Salem
1983	Robert Howard	Mooresville	2016	Derek Harpe	Advance
1984	Alex I "Ike" Napier	Albemarle	2017	Brenda Johnson	Lillington
1985	Seth Gabriel	Mooresville	2018	Donald Ayscue	Hertford
1986	Ralph Dagenhart	Troutman	2019	Roger Southern	Stokesdale
1987	Reita Gaither	Greensboro	2020	Carl Kelly	Linden
1988	George Ake	Fayetteville	2021	Steve Rogers	Winston/Salem
1989	Harry S. Kirk	Charlotte	2022	Jesse Ray Farmer Jr	LaGrange
1990	Owen Moore	High Point	2023	Mitch Reece	Winston/Salem
1991	W. T. Simmons	Lillington	2024	Dale Sain	Connelly Springs
1992	George Robinson	Iron Station	2025	Vicki Gray	Spring Lake
1993	Doug Byrum	Waxhaw			
1994	Graham Snyder	Denton			

South Atlantic Conference

A New Era for SAC

The 47th South Atlantic Conference (SAC) was successfully held in Cherokee, North Carolina, at the scenic Cherokee Casino Resort. Hosted by the great state of North Carolina, this annual gathering brought together attendees from seven states, collectively representing thousands of dedicated rural letter carriers under the umbrella of the National Rural Letter Carriers' Association. Dennis Conley did an amazing job as our state hosted the first rotating schedule and set the stage for changes much needed in our regional event.

The event provided an engaging platform for education, advocacy, and fellowship among members of the rural craft. A variety of trusted partners were present, offering valuable resources and guidance.

Representatives from APCU Credit Union, National General Insurance, TrestleTree, and Aetna shared materials and advice to help the craft make informed decisions about their financial security, insurance coverage, and health benefits.

Attendees also benefited from informative seminars covering key topics such as health benefits, FERS retirement, labor relations, and Office of Workers' Compensation Programs.

Insightful presentations were a highlight of the conference. FERS Retirement Liaison John Embleton delivered a detailed and informative report addressing retirement planning and recent updates impacting federal employees. Meanwhile, NRLCA Legislative Lobbyist Brian Young provided a fresh, well-prepared overview of the current congressional landscape and the level of support for rural carriers in Washington.

The keynote address by Patrick Pitts, NRLCA Vice President, resonated strongly with attendees as he tackled pressing concerns such as route adjustments, contract negotiations, and the future of the rural craft.

While the SAC Board extended an invitation to postal management, no representative was present. Nonetheless, the conference concluded on a high note with the swearing-in ceremony of the 2026 SAC Board.

Overall, the event was both productive, enjoyable, and truly a success. Attendees are encouraged to mark their calendars for the 48th SAC Conference, which will be hosted by South Carolina from January 23–25, 2027, in North Charleston at the Embassy Suites North Charleston Airport Hotel & Convention Center.



NRLCA Executive Committeeman Bethany Small swear in the 2026 SAC board.



SAC President Dennis Conley & former National Chaplain Doug Byrum at the opening of the SAC conference.



North Carolina President Elaine Althoff & US Navy Veteran Debbie Bennett carried the flags at the opening ceremonies of the SAC conference

Photos From the South Atlantic Conference



North Carolina's First Time Attendees to SAC ~ Left to right; front row: Kathy Hedrick, Nina Turner, Valencia Caldwell, Mariana Camacho Gutierrez, Kathy Roberson & Brandi West. Back Row: Jim Morrison, Erica Williams, Brittany Blackwood & Scott Wade Melton.

Memorial Day May 25, 2026

Memorial Day is more than just a long weekend marking the unofficial start of summer. Memorial Day specifically commemorates those who have died in service to the nation.

At 3 PM local time, Americans are encouraged to pause for a National Moment of Remembrance, reflecting on the sacrifices made by fallen soldiers

This Memorial Day: Remember and Honor the brave men and women who sacrificed their lives for our freedom.



Arlington National Cemetery ~ Small American flags are placed in front of more than 260,000 headstones and at the bottom of about columbarium 7,000 niche rows before Memorial Day. Each flag is inserted into the ground, exactly one boot length from the headstone's base.



**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 29) of this newspaper. The application is **due by May 31st, 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

The North Carolina AFVC will hold their annual meeting at the state convention in Greenville to elect officers, conduct the drawing for our state scholarship, and conduct any new business that is presented. We will meet near the AFVC table on Monday afternoon before the convention afternoon session.

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.

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

Spring Savings for Rural Carriers: RV & Motorcycle Insurance Discounts Through National General

Spring brings longer days, warmer weather, and the perfect opportunity for rural carriers to get back on the road with motorcycles, campers, and RVs. It’s also an ideal moment to review your insurance coverage — and as an NRLCA member, you have access to exclusive discounts designed specifically for rural carriers and their families.

For over 73 years, the NRLCA has partnered with National General to offer insurance options specifically designed to meet the unique needs of rural carriers. Whether you’re insuring a route vehicle, personal auto, motorcycle, RV, or even your home, National General offers member-only savings that help protect what matters most.

Motorcycle Insurance Benefits for NRLCA Members

- Safe-rider discount for completing an approved motorcycle safety course
- Multi-policy and multi-bike discounts
- Paperless and renewal savings
- Coverage for accessories and helmets

RV Insurance Designed for Seasonal Travel

- Multi-vehicle discounts when you insure your RV along with other vehicles
- Storage savings during the off-season
- Roadside assistance and travel expense coverage
- Replacement cost or purchase-price protection for newer RVs

Member-Only Quote Line

NRLCA members can call 1-888-325-7727 to receive a personalized quote. Some promotions include a \$10 gift card just for requesting a quote.

I hope to see all of you at the upcoming state convention in June.

Be safe, Be prepared, Be road-ready!!



NCRLCA Dues for 2025-2026

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

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.

Logging Out

How lucky am I to not only be a member of something greater than myself, but to have had the opportunity to use my skills in meaningful ways, alongside people whose dedication to our union has never wavered and whose friendship I will forever cherish. It makes it all the more difficult to say goodbye but the time has come to step down as your webmaster, effective June 2026.

So many changes to our workplace environment have occurred since we ramped up the website which turned out to be even more crucial than we could have foreseen at the time—COVID-19 and its complications, the assignment of government vehicles to rural routes, changes in the Rural Route Evaluation Compensation System (RRECS), just to name a few.

But change is the one thing we can count on with the USPS, and if we're to be successful as a labor union, we must evolve and grow to make the changes work for our craft as well as for the Postal Service.

It has been my honor and privilege to serve the NCRLCA, and I hope your next webmaster will also view this position as a vital cog in the wheel that keeps information flowing to you in the quickest possible time and manner.

Logging out,
Renee Johnson



Webmaster

Renee Johnson

EMA Decreased 2.0 Cents Effective April 4, 2026

On March 11, 2026, the Bureau of Labor Statistics released the February 2026 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). Based on this release, the Equipment Maintenance Allowance (EMA) for rural carriers will decrease 2.0¢ to 95.0¢ per mile. This EMA rate will be effective April 4, 2026 (Pay Period 09-2026).

Rural Carriers

In accordance with the provisions of Article 9, Section 2.G.3 of the USPS/NRLCA National Agreement, effective April 4 (Pay Period 2026-09), the Equipment Maintenance Allowance (EMA) will decrease to 95.0¢ per mile, or a minimum of \$38.00 per day, whichever is greater.

Auxiliary Rural Carriers, Rural Carrier Reliefs, Rural Carrier Associates, Rural Carrier Part Time Flexibles, and Auxiliary Assistance

Employees providing auxiliary assistance or serving auxiliary routes under the provisions of Article 9, Section 2.G.5, will receive EMA of 95.0¢ per mile or \$10.10 per hour, whichever is greater. This EMA should not exceed the amount provided in the special EMA chart for route stops and miles.

This was the third opportunity for an EMA adjustment under the terms of the 2024-2027 USPS/NRLCA National Agreement. The next quarterly adjustment will occur after the release of the May 2026 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) and will be effective the second full pay period after release of that index.

REA CORNER

Neither Rain, Nor Snow, Nor Wasps With a Personal Vendetta



Asst. District Representative

Gail Naillon

When people imagine delivering mail, they picture sunshine, friendly customers, and maybe a dog wagging its tail. What they don't picture is a mailbox erupting like a low-budget horror movie because you accidentally disturbed the Wasps of Doom.

Welcome to the rural routes!!!

Bugs are unlisted-but very committed- part of the job. Bees, wasps, hornets, spiders, and that one mysterious flying thing you swear made eye contact. Here's how to survive them with your dignity (mostly) intact.

Mailboxes are basically insect Airbnb's. Quiet, covered, and rarely disturbed! Prime real estate. Especially rural boxes that don't get daily service- those bugs have moved in, redecorated, and claimed squatter's rights. If you hear buzzing before you even open the box, congratulations- you've found a nest. That's not "background noise" That's your warning sign.

Bees are visual creatures, and unfortunately, they think bright colors mean "romantic interest."

Skip yellow, florals, and anything that screams "wildflower energy." Light-colored, loose clothing

says, "I'm boring. Please ignore me." Long sleeves and pants help prevent surprise attacks.

Also, let's not forget our footwear policy. All leather or leather like closed toe shoes.

You should never wear sandals or flip flops on your route because if a wasp gets in your sandal, that's a core memory you'll never forget.

If you smell delicious, you will be hunted. Wasps love sweet smells. They do not care that it's your lunch. No perfume, cologne, body sprays or scented lotions. Keep sugary drinks sealed unless you want to share. That half-open soda in the cup holder? That's how you get a passenger with wings. Just remember your government owned vehicle and your personal owned vehicle is not a food truck.

When applying insect repellent and bug spray don't marinate in it. Insect repellent is helpful, bathing in it is not. Apply your bug spray and insect repellent before your route. Avoid greasy sprays- mail + slippery hands = chaos. Do not spray your hands unless you want your DPS to smell like chemical warfare. Unscented spray

(Continued on page 33)



February RCA Appreciation Week

Elizabethtown RCAs: left to right, Nyshella Smith, Alaysha Pone and Tameika McRae.

Notice the LLV in Tameika's hand.

Photo from Tim Rice.

(Continued from page 32) *Wasp Safety*

is best. You're trying to repel bugs, not flirt with them.

Sudden movements will cause immediate consequences. Bugs are chill...until they're not. We don't get hazard pay, but apparently we do get selected by bees for "employee of the month." Approach mailboxes calmly. If a bee appears, do not swat. That's how fights start. Back away slowly like you're apologizing for existing. If bugs or bees are swarming, Skip the box. The mail will be fine. You being alive is more important.

You need to be able to know when to say, "absolutely not". If you find a delivery point that is consistently infested you need to report it to your manager, document it and follow safe delivery procedures and fill out a 1767 to report to hazard.

Also, remember when you exit the vehicle for any reason, please check your seat before getting back in and sitting down. You could just be sitting on a friendly hornet like I did in 2015. Being highly allergic to stings, and not having my epi-pen. I ended up at my family doctor within minutes with major swelling and shortness of breath. Although, I did feel like I was one of the Kardashian sisters for just a day or so, the pain was not worth it. Just remember you are a mail carrier, not a professional beekeeper or stunt double.

This is also the time of year when a lot of carriers experience allergies. If you're allergic to stings, this is serious. You need to carry emergency medication if prescribed. Never let anyone pressure you into unsafe conditions. Also please remember, "Just be careful" is not a medical plan.

Keep your windows up near known problem spots. Wasps can and will enter your vehicle uninvited and immediately choose violence.

Also, clean food wrappers out regularly- unless you enjoy screaming while driving. Wrecking your vehicle because of a bee or wasp is not an option. If you find one in your vehicle, calmly find a safe place to pull over and carefully encourage that stinging critter to exit your vehicle.

Mail carriers already battle weather, dogs,

driveways that defy physics and let's not forget some of those pesky managers. We don't need bugs adding to the struggle. Stay alert, stay prepared, and remember skipping one mailbox is better than running down the street flailing like a backup dancer.

The mail must go on, but you don't have to get stung for it.

While we can't control the weather, management, or the wildlife that clearly sees us as a mobile buffet, a little preparation goes a long way. Protect yourself, spray yourself, and remember you are here to deliver the mail- not to donate blood to every bug on the route.

Stay safe out there and may your skin remain bite-free and your grievance file remain empty...at least about insects, **bug** bites and stings.



Father's Day
June 21, 2026

North Carolina District Representative

Cliff Workman

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

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

Ralph Fernandez

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

Ralph.Fernandez@nrlca.org

Tabitha Benfield

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

Tabitha.Benfield@nrlca.org

Gail Naillon

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

Gail.Naillon@nrlca.org

Nathen Darden

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

Nathen.Darden@nrlca.org

Amy Russo

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

Amy.Russo@nrlca.org

Part Time Assistant District Representatives

Angela Morrow

PO Box 244
Waxhaw, NC 28173
980-239-1291

angela.morrow@nrlca.org

Phillip Fulwood

PO Box 1002
Shallotte, NC 28459
910-712-1528

Phillip.Fulwood@nrlca.org

Elissa Gonzalez

PO Box 139
Wake Forest, NC 27588
919-559-7539

Elissa.Gonzalez@nrlca.org

Area Stewards

Celeste Britt

252-560-9162

celeste.britt@nrlca.org

Georgia Kline

910-303-5243

Georgia.Kline@nrlca.org

Josh Scariot

919-455-0959

joshua.scariot@nrlca.org

Tamara Fisher

704-418-1078

tamara.fisher@nrlca.org

Amber Morris

301-514-1041

amber.morris@nrlca.org

Jay Schreiber

252-474-7473

jay.schreiber@nrlca.org

Tracy Greer

423-707-5578

tracy.greer@nrlca.org

Kathy Roberson

704-534-0664

kathy.roberson@nrlca.org

Lisa Talini-Zamora

336-749-3445

Lisa.TaliniZamora@nrlca.org

Brian Hamlett

336-514-7406

brian.hamlett@nrlca.org

Brandi West

828-707-4308

brandi.west@nrlca.org



North Carolina

District
Representative

Cliff Workman

Are You Working Off The Clock?

As your District Representative it is my responsibility to protect the rights of All Rural Carriers in North Carolina.

We have fought for 123 Years for fair wages and benefits.

I have found 10 offices within the last few months with 175+/- regular rural carriers working more than 2 hours per day off the clock.

I get asked; How does it affect me and why do you even care what I do? Mind your own business. Management is fine with it, leave me alone. I must pick up my kids.

The National average shows every route in the country under evaluation by 5+ hours a week.

175 carriers working off the clock will accumulate: 350 hours per day, 2100 hours a week, and 109,200 hours a year that are unaccounted for in rural time keeping.

You are part of the problem if you are working off the clock. How can we get significant pay raises when 175 people can affect the entire state and dare I say, the entire country.

How many more hours is management going to be allowed to take from us. How many sit by and say nothing while co-workers work off the clock.

We have 4694 routes in North Carolina. 10 offices is an insignificant number of offices compared to the total.

How much are we stealing from ourselves? Just food for thought.

Pick up your pen and paper and file your grievances. Get involved. Come to the state convention. I will be speaking and we will have National Officers there as well. I learn something every year. You can too.

We save time for a little fun too!! We have a pirate theme night this year! What fun, **AARRR!!**

Leave for Conventions:

ARTICLE 24 in the National Agreement, EL 902 of "The Contract"

EMPLOYEES ON LEAVE WITH REGARD TO UNION BUSINESS

Section 1. Continuation of Benefits.

Any employee on leave without pay to devote full or part-time service to the Union shall be credited with step increases as if the employee had been in a pay status. Retirement benefits will accrue on the basis of the employee's step so attained, provided the employee makes contributions to the retirement fund in accordance with current procedure. Annual and sick leave will be earned in accordance with existing procedures based on hours worked.

Section 2. Leave for Union Conventions.

Employees will be granted annual leave or leave without pay at the election of the employee to attend National, State and Area Union Conventions and/or Conferences provided that a request for leave has been submitted by the employee to the installation head as soon as practicable and provided that approval of such leave does not seriously adversely affect the service needs of the installation.

Section 3. Leave Replacement In the event a leave replacement is not available on a rural route, the installation head will make every reasonable effort to secure a leave replacement.

175 regular rural carriers working 2 hours per day off the clock = 350 hours per day, 2100 hours a week, and 109,200 hours a year that are unaccounted for.

You are part of the problem if you are working off the clock!

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

PAMELA J. FARMER
4377 5 Points Rd.
La Grange, NC 28551
252-566-9290
Pjfraypar1@gmail.com

VICE PRESIDENT

LINWOOD SMITH
1008 Dowling Road
Raleigh, NC 27610

SECRETARY/TREASURER

SUE KELLY
4701 Main St.
Linden NC 28356
910-980-0820 or 910-890-2804
Msueky117@gmail.com

EXECUTIVE COMMITTEE

SARAH STEWART
251 Cedar Drive
Stoneville, NC 27048

L.E. WHITE
1336 School House Rd
Elizabeth City, NC 27909

SALLIE CONLEY
294 Prentiss Bridge Road
Franklin, NC 28734

CHAPLAIN
NORMA WILLIFORD
511 Old Goldsboro Road
Newton Grove, NC 28366-7759
Phone 910-594-0433

JUNIOR SPONSER

HEATHER GREER
PO Box 41
Vilas, NC 28692
423-440-0147
HeatherGreer74@gmail.com

JUNIOR OFFICERS

PRESIDENT
ALLISON HOLT

VICE PRESIDENT
EASTON SMITH

SECRETARY/TREASURER
NATHALIE WARREN

CHAPLAIN
TRENTON GREER

Juniors 2026

Auxiliary News

From
President
Pam Farmer

The 2026 North Carolina Rural Letter Carrier's Association State Convention is almost here, and we have a lot of fun planned. Before the fun start though, anyone wishing to participate in the Junior program needs to pre-register by May 7, 2026. There is also a non-refundable T-shirt fee of \$10 that is due with the pre-registration. The T-shirt is a safety measure that allows us to better keep track of your children during the field trip.

Send the pre-registration form and fee to Heather Greer, Junior Sponsor, PO Box 41, Vilas, NC 28692. You may also email it to me at heathergreer74@gmail.com.

I would also like to encourage everyone to participate in the Junior Poster/Essay Contest. This is available to all children and grandchildren of both Active and Retired Rural Carriers ages 6-20. Winners will receive a cash prize and be entered into the National Contest. All entries must be attached to a letter-size manila folder and mailed to Sue Kelly, Secretary/Treasurer, 4701 Main St., Linden, NC 28356 or can be turned in to me at the convention on June 8, 2026.

There are also state scholarships available to graduating seniors and college students up to age 22. Be sure to follow the directions on the applications. They must be postmarked by June 1, 2026.

Attention Juniors (and parents and grandparents): National Scholarships must be completed by March 1, 2026 (past now) and North Carolina Auxiliary Scholarships are due by June 1, 2026.

I want to encourage everyone who is eligible to apply.

Can't wait to see you there!

Design a Poster / Write an Essay Contest

Design a Poster

Ages

- 6-7 Design a Patriotic Stamp
- 8-9 Everyone Needs a Friend
- 10-11 Things in Your Emergency Safety Kit
- 12-14 Design an Emergency Plan for Your Family
- Special Education (age 6-20) Respect the Flag - Know the Rules

Write an Essay

Ages

- 15-17 Why Emergency Readiness Matters
- 18-20 How to Support Foster Families

**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 7th**

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.

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

Signature: _____ **Date:** _____

Parent or Guardian's signature required for all participants.

Hotel: _____ **Room #:** _____

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

Parent/Guardian Cell Phone Number: _____

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

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

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

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 16

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.