



# North Carolina Rural Carrier



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

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November—December 2020

## Harry Kirk Receives 60 Year Membership Award



Former National Rural Letter Carrier Association President Jeanette Dwyer presents North Carolina member Harry Kirk with a longevity award at his home, in recognition of his continued membership with the NRLCA of more than 60 years.

*(Continued on page 18)*

## Inside This Issue

Christmas Procedures

NCRLCA Financial Reports

Open Season

## South Atlantic Conference (SAC) Canceled

See page 16 for statement from your SAC Board

# North Carolina Rural Letter Carriers' Association

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Alleghany/Ashe	4	Brushy Mountain	3	Albemarle	2
Sea Level	23	Peach Belt	5	Southeastern	8
Guilford	30	Central Carolina	16	Foothills	10
Roanoke	44	Yadkin River	26	Cleveland/Gaston/Lincoln	29
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Burke/Caldwell/Catawba	9	Cumberland/Hoke	20	Five County/Person	28
Smokey Mountain	11	Wake	24	Johnston	34
Durham/Orange	12	Piedmont	50	McDowell/Mt Mitchell	36
Caswell/ Rockingham	14	Union	54	Mecklenburg	38

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

## National Emergency Hotline

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

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

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

Please keep this phone number for future use.

## WEBSITE

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

This month the password will be URawwe\_some!

The password will be changed to the above on November 30, 2020.

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

## Cover Photo

**Top:** Santa at Boyd Mountain Christmas Tree Farm in Maggie Valley, NC.

**Center:** Left to Right: NC VP Audrey Solomon, NRO Dennis Conley, Jeanette Dwyer, Harry Kirk, Tracy Davidson, Doug Byrum.

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**President**  
*Brenda Gibbs*

## 2020 Will Not Be Forgotten



There have been so many unexpected happenings this year. One of those occurred on February 5<sup>th</sup> when the House of Representatives passed H.R. 2382, USPS Fairness Act which would repeal the required prepayment of future postal service retirement benefits. The next battle will be in the Senate where a companion bill S. 2965 was introduced in December 2019. It was referred to the Committee on Homeland Security and Governmental Affairs. There has been no other action on S. 2965.

On September 15, the NRLCA along with the USPS have extended the following **MOU's** through December 31, 2020.

- Temporary Paid Leave for RCA's
- Temporary Expanded Sick Leave for Dependent Care during COVID-19
- Temporary Expanded Scheduling of ARC's
- Temporary Workplace Changes to Promote Social Distancing during COVID-19
- Scheduling of Regular Rural Carriers on Sundays and on Other Rural Routes

For more information go to the NCRLCA website or contact your District Representative.

### Scheduled Leave

The most recent change is the ability to request scheduled leave through the eLRA on the [Liteblue.usps.gov](http://Liteblue.usps.gov) website. This system is not required to schedule leave but is another option that you may use. You may continue to use form 3971 if you wish.

### Retirees

For those of you that have retired, the USPS has a website for you to keep you informed after you leave active duty. It is [www.keepingposted.org](http://www.keepingposted.org). You can find links to OPM.gov (Office of Personnel Management), TSP.gov (Thrift Savings Plan) and SSA.gov (Social Security Administration).

It also includes postal news, information about health benefits and a Postal store. There is also a "Keeping Posted" Facebook page for retirees.

### Combined Federal Campaign (CFC)

While many of us have given to charitable organizations, we can have donations deducted from our paycheck each pay period. From September 21–January 15, 2021 you can sign up to donate to many different charities thru CFC. Simply go to [www.cfcgiving.opm.gov/welcome](http://www.cfcgiving.opm.gov/welcome) to find approved charities and begin donating thru payroll deductions, a credit card or your bank account.

*Postal Employees' Relief Fund (PERF)* is listed there, CFC #10268. PERF was started in 1990 to help Postal employees who have been victims of major natural disasters certified by the Federal Emergency Management Association (FEMA) when those employees sustained losses not covered by insurance or grants. If you are in a FEMA-certified disaster area and are in need of assistance you will find more information, including application forms at [www.postalrelief.com](http://www.postalrelief.com). If you would like to send a donation you may send a check or money order to PERF, the address is:

Postal Employees Relief Fund, PO Box 41220, Fredericksburg, VA 22404-1220

### Insurance For Your Job

We all have auto insurance, homeowners or renters insurance, health insurance, life insurance, don't we? Isn't the NRLCA Political Action Committee (PAC) job insurance? The money that is donated to PAC goes to educate our legislators in DC about the Postal Service and about rural carriers specifically. It allows us the access to discuss with them legislation that is vital to the success of the Postal Service.

If you are already a sustaining PAC donor, "Thank You". If not consider the difference it would make to your job if we all donated \$5 a pay period. You can become a sustaining donor today. By becoming a sustaining donor you are allowing us (rural carriers) the ability to have a predictable PAC income. You can find more information at [www.NCRLCA.org](http://www.NCRLCA.org) or on the PAC page in this magazine.

### Thrift Savings Plan (TSP)

How many of you have been afraid to look at your TSP account this year? Looks like we all lost money in February, March, and September, except for the G fund which did not lose money; however, it did not keep up with the rate of inflation.

According to [www.usinflationcalculator.com](http://www.usinflationcalculator.com) and [www.inflationdata.com](http://www.inflationdata.com) the current annual rate of inflation for the 12 months ending in August 2020 is 1.31% which is up from July's 0.99%.

*(Continued on page 6)*



## Chaplain's Message

*Jesse Ray Farmer Jr.,  
Chaplain*

### Finding Water in the Drought

Even though my life has been filled with blessings beyond measure, I have also seen the darkest days, when the search for a miracle comes to an end.

Around 2004, my father was diagnosed with liver cancer. As he lay unconscious in the ICU with blood levels too high to sustain life, we prayed and sang and wished him a Merry Christmas believing it would be our last with him. Miraculously, he made it through a long battle with chemo, surgery, and rehabilitation that we provided at home.

Trying to build his strength, I walked him up and down the driveway and helped provide self care for him. After receiving his treatments, we received the famous words, "cancer free". Our hearts were grateful for sustaining us through this time and we looked forward to many more years of fellowship.

Within a year's time, our dreams were shattered with new signs that the cancer had returned. We walked through the short journey to his eventual passing. Through this battle with cancer and the eventual death of my father, my body and mind were drained from stress and emotions.

Many of us have been in situations of despair. Whether it be our family or ourselves going through the journey of loss or illness. During these times, people question their faith and the presence of the Lord while they are going through the trenches.

In I Kings chapter 17, we see the prophet Elijah living in the midst of a drought brought on by the wickedness of the people. The Lord provides him with water and birds that bring food to him.

As he goes about his journey, he is told to visit a widow and her son's home to find shelter and food. The widow is willing to give him a small morsel of food and oil but knows her family will die from starvation as this is the last of their food. Elijah tests her faith by asking her to give up her supplies to save him. God amazingly shows His faithfulness by replacing the oil and grain every time it is used to fill the need for this family.

However, the story takes a turn as the widow's son becomes ill and passes. She blames Elijah and God for making her son sick.

Elijah, the righteous prophet of God, also becomes

despondent questioning why God chose this boy and prays for his life back. Once again, God performs a miracle and breathes life back into the son and he instantly becomes well. The widow begins rejoicing and announces her faith in God as she has seen God's power.

Where was the praise and gratitude after the first miracle with the oil and flour? What if the boy did not get healed? These miracles were not there to show only God's power but to show his faithfulness and sovereignty. Sometimes we are guilty of tallying up all of the miracles and blessings we receive and may become resentful when things do not go as planned.

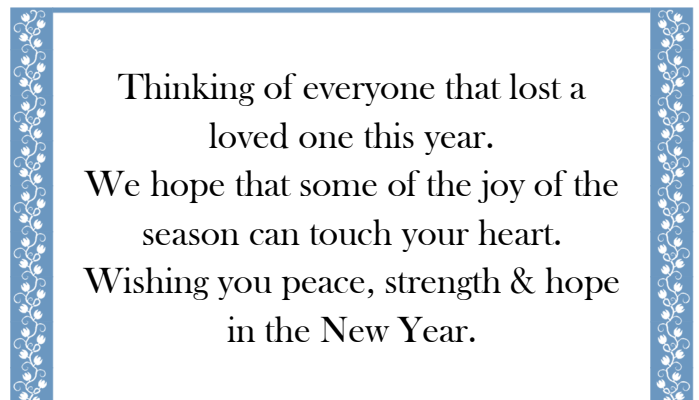
This world is filled with wickedness, heartache and pestilence. Some things are unexplainable. However, there is a God who is all knowing and ever present. God will be with us through the droughts of life, such as poverty, sickness and loneliness and will sustain us and comfort us with his spirit. He says in John 6:35, "I am the bread of life, whoever comes to me shall not hunger, and whoever believes in me shall never thirst." He will fill us spiritually as we seek him and satisfy the deepest longings of our souls. He will quench the loneliness, the bitterness and the disappointments of life.

**Prayer:** *Dear Lord, fill us with your spirit of goodness and truth as we battle droughts in life so that we will thirst no more, Amen*

Feel free to contact me with any prayer items by texting/calling 252-939-6826 or if you have never experienced the peace I am describing please call!

## Obituaries

No obituaries were received for this issue.



Thinking of everyone that lost a  
loved one this year.

We hope that some of the joy of the  
season can touch your heart.

Wishing you peace, strength & hope  
in the New Year.

*But I have good news for you.* Except for the I fund all are up for the year and the C and S funds are up over 10% for the last 12 months.

**L2030** is up 1.76% year to date and 7.22% for the last 12 months.

**L2040** is up 1.73% year to date and 8.17% for the last 12 months.

**L2050** is up 1.64% year to date and 8.92% for the last 12 months.

**G fund** is up 0.76% year to date and 1.21% for the last 12 months.

**F fund** is up 6.75% year to date and 6.75% for the last 12 months.

**C fund** is up 5.50% year to date and 15.05% for the last 12 months.

**S fund** is up 3.45% year to date and 12.60% for the last 12 months.

**I fund** is down -6.83% year to date and is at 0.79% for the last 12 months.

To follow this information go to the home page at [www.tsp.gov](http://www.tsp.gov) and go to fund performance and then rates of return. Scroll down to the bottom of the page. Using the graphs you can see at a glance which years the funds were up or down. If you hover over a spot on the graph it will show you the month and year along with the rates of return for that month and year.

To find your actual rates of return you must log in. Account balance by fund will show up. Click on view your 12 month Personal Investment Performance (PIP) and you will see your performance for the last 12 months.

Happy Holidays!!

## Guidelines on Gifts to USPS Employees

The Standards of Ethical Conduct for Employees of the Executive Branch ("Standards"), which are codified in Title 5, Code of Federal Regulations, Section 2635, cover all Postal Service employees, including letter carriers. The "gifts from outside sources" portion of the Standards specifies that Postal Service employees may not accept or solicit gifts from prohibited sources (including Postal Service customers) or gifts given to them because of their official positions. While postal employees are never permitted to accept cash (in any form, and any amount, as explained below), there are a number of exceptions and exclusions to the general gifts rule. Postal Service employees may accept the following items:

- Snacks and beverages that are not offered as part of a meal.
- Perishable items worth less than \$20 (i.e., flowers, chocolates, cookies, etc.); if the items are clearly worth more than \$20, employees should share them with others in the Postal Service workplace.
- Items with little intrinsic value (i.e., greeting cards, plaques, pens, coffee mugs, etc.).
- Items with a market (retail) value of \$20 or

less.

- Gifts motivated solely because of a personal relationship.
- Gifts for which the employee has paid market (retail) value.
- Gifts paid for by the Postal Service.

Postal Service employees may not accept cash—in any amount or form (bills, change, checks, money orders)—from an outside source in connection with doing their job. This prohibition is referenced in Title 5, Code of Federal Regulations, and Section 2635.202(c) (4) (ii). It is derived from a criminal statute (18 U.S.C. § 209) that prohibits an employee from receiving—for services provided as a government employee—any contribution to or supplementation of his or her salary from any source other than the government. While many Postal Service customers have traditionally thanked their letter carriers with gifts of cash during the holiday season, this practice puts employees at risk of violating federal law.

If you need more information, please contact the U.S. Postal Service Law Department's Ethics Hotline at 202-268-6346 or email [ethics.help@usps.gov](mailto:ethics.help@usps.gov).



**Safety**  
*Scott Deal*

## Peak Season!

As I write this article, the Columbus Day Holiday is approaching. The week following is known as one of the heaviest volume weeks of the year, and the following months are of course, “peak season”. Accompanied this year by political mail for a major election, along with a national pandemic causing abnormal parcel volumes, I can’t think of a more stressful environment. The physical demands of the job just keep growing.

Along with all the extra volume comes more opportunity for accidents related to lifting or slips, trips and falls. Our overloaded vehicles make it harder to see out, therefore making it necessary to pay even more attention to traffic hazards. And the time constraints make us want to rush, which could cause us to take shortcuts and in turn, could lead to more accidents. We must not let management or these conditions push us to the point of unsafe habits. **SAFETY FIRST.**

We as rural carriers are under a great deal of emotional stress as well. The sheer volume of the mail we are moving, the stress placed on you for time, the long hours, staffing shortages, trying to wear a mask and social distance and stay healthy, all weighing heavily on everyone right now. And most of us have stresses outside of work on top of it all. We are caring for our loved ones, or feel isolated because we can’t spend the time with them we need to, due to COVID. And it’s flu season! Some days it can seem like it’s all too much. But there is help available to you. Call EAP (Employee Assistance Program) at 1-800-EAP-4YOU or visit EAP4YOU.COM. The USPS Employee Assistance Program has tools and resources designed to help you overcome life’s challenges. The programs and services are completely free. The website is full of all kinds of information, from financial education to healthy recipes. Check it out!

In closing, I would like to share a poem, recently sent in a letter from our National Representative Shirley Baffa for steward appreciation week. It seems highly appropriate in these tough times. And also remember, in these tough moments you have a voice, and you can use your voice by getting involved in the Rural Letter Carrier Association. Become a member, and make your voice heard. With membership, you can attend a local meeting (when meetings are allowed again) and vote for your representatives. No membership, no vote, no voice.

## DON'T QUIT

*When things go wrong as they sometimes will,  
When the road you're trudging seems all uphill,  
When the funds are low and the debts are high  
And you want to smile, but you have to sigh,  
When care is pressing you down a bit,  
Rest if you must, but don't you quit.*

*Life is strange with its twists and turns  
As everyone of us sometimes learns  
And many a failure comes about  
When he might have won had he stuck it out;  
Don't give up though the pace seems slow-  
You may succeed with another blow.*

*Success is failure turned inside out-  
The silver tint of the clouds of doubt,  
And you never can tell just how close you are,  
It may be near when it seems so far;  
So stick to the fight when you're hardest hit-  
It's when things seem worst that you must not quit.*

-John Greenleaf Whittier

Stay Safe! I hope everyone has a healthy and happy holiday season!



## Retirement

Brian Hamlett

# Separation Before Retirement



Most of my articles are about preparing for and making it to the point that you can retire. But what if you decide to leave before reaching retirement eligibility? All full-time employees contribute to the retirement system every pay day. That money is yours and you have a couple of options to choose from.

The first option is having your contributions refunded in one lump sum. Historically if you chose the refund you were not eligible to redeposit these funds nor would the time covered by the refund be used towards eligibility for an annuity or calculating its payout. However PL 111-84 (a law passed on October 28, 2009) allows individuals, covered under FERS from that date forward, to make a deposit for refunded FERS service. Even if you don't make the redeposit the service is used for determining eligibility for an annuity, but not in calculating the annuity benefit amount.

If lieu of a refund, you can leave your contributions

in FERS and wait until you reach retirement age. If you have at least five (5) years of creditable service you can then apply for monthly retirement benefit payments. This is called deferred retirement, which I've mentioned in a previous article.

If you transferred to FERS but also have CSRS service, all of your contributions from both systems will be refunded by OPM. Unlike FERS you have always been able to pay back the amount to cover your CSRS service, plus interest. You can specify you only want a refund of your CSRS contributions, should you take the refund.

Interest will be paid on the refund, if you meet the minimum requirements. If you're under FERS and worked more than one (1) year, interest will be paid at the same rate as government securities. If you had any service under CSRS, interest will be included if you have more than one but less than five years of service. It's paid at 3%. Your contributions are not taxable, but any interest you receive is.

You can also rollover your refund to an IRA or employer sponsored retirement plan. It can be paid directly to your or directly to the plan you choose. If the refund is over \$200 the taxable portion may be subject to a 20% federal tax withholding.

You can go to [OPM.gov](http://OPM.gov) for all the details.

## Donate to the Postal Employees' Relief Fund (PERF)

From hurricanes to floods, wildfires and other storms, many parts of our country are in need. The USPS is reminding employees they can turn to the *Postal Employees Relief Fund (PERF)*. This fund helps postal employees & retirees whose homes are significantly damaged by natural disasters or house fires.

### To make an immediate donation:

Go to [postalrelief.com](http://postalrelief.com) with your credit card or send a check to:

**PERF**

**P.O. Box 7630**

**Woodbridge, VA 22195-7630**

PERF is not an emergency relief or immediate needs replacement agency, such as the *Federal Emergency Management Agency (FEMA)* or the *Red Cross*. PERF (part of the Combined Federal Campaign) provides relief grants to help qualifying individuals get re-established after a loss, based on an application process.

Any donation, no matter the amount, is needed for our postal families. Please give today!



**RCHBP**  
*Elaine Althoff*

## Open Season

**FEHB Open Season begins on Monday,  
November 9 and ends on Monday,  
December 14 at 11:59 PM EST**

I just want to give you some updates from my last article. The 2021 FEHB premiums are made public in October every year. Please check the NRLCA website ([www.nrlca.org](http://www.nrlca.org)), the OPM website ([www.opm.gov](http://www.opm.gov)), and your mailbox for the announcement of the 2021 health care premiums. The new rates for the Rural Carrier Health Benefit plan are included in the table below.

As Open Season approaches, I hope you will compare the great benefits and premiums the Rural Carrier Health Benefit plan has to offer to your current health plan. In some cases, you could save as much as 25% on your premiums compared to plans with similar benefits. The Rural Carrier Benefit Plan Brochures are being mailed out so be sure to check it for a full listing of all benefits and further information.

It is important that you review your benefits and select the best options for you and your family's needs.

As I say every year, **"If you do plan to make coverage changes, check that your current Physicians participate with your new insurance company as well."**

Health insurance changes made by active rural carriers during the Open Season will take effect on January 2, 2021. The 2021 premium rates will be reflected in a carrier's paycheck on January 22, 2021 (PP-03).

Retirees who make health insurance changes will have those changes effective on January 1, 2021.

### **Making Changes to your FEHB Coverage:**

Active rural letter carriers make changes through PostalEase or by calling HR Shared Services Center (HRSSC) at 877-477-3273; select Option 5 when prompted. (expect delays).

You can also log onto LiteBlue; go to My HR, click on Health Benefits and go to the Checkbook's Guide to compare plans [www.checkbook.org/newhig2/usps.cfm](http://www.checkbook.org/newhig2/usps.cfm)

Retired carries and annuitant's make changes through the Office of Personnel Management (OPM) at 888-767-6738.

This is also the time to make changes to, add, or cancel your dental and or vision insurance through FEDVIP by visiting [www.Benefeds.com](http://www.Benefeds.com) or by calling 1-877-888-3337, TTY 1-877-889-5680 and make elections to your Flexible Spending Account (FSA). More information can be found at FSAfeds.com or call 1-877-372-3337, TTY 866-353-8058.

Finally, the RCAs' health plan through the Postal Service, the USPS Health Benefits Plan (USPSHB). RCAs can typically enroll, change, or cancel coverage during this time. More information can be found in the USPS Liteblue site under "MyHR, Benefits or visit [www.liteblue.usps.gov/uspsahbp](http://www.liteblue.usps.gov/uspsahbp) or call HRSSC for more information 1-877-477-3273; select option 5 when prompted. This plan is separate from the FEHB program. It is a plan developed in cooperation with United Healthcare just for our non-career employees. Premiums are paid biweekly.

Please also note that in leave year 2021, you may carry over 520 hours of accumulated annual leave from leave year 2020 into leave year 2021. This is for one year only. See MOU Concerning Annual Leave carryover for leave year 2021 on the National web site.

### **Please do not rely on this article/chart alone.**

*See Official Plan Brochure for all benefits and details about specific definitions, limitations, and exclusions.*

## **2021 Rural Carrier Health Benefit Plan**

Type of Enrollment	Enrollment Code	Rural Carriers-Biweekly Your New Share	Annuitants Monthly Your Share
High Option Self Only	381	\$126.72	\$274.56
High Option Self Plus One	383	\$226.75	\$491.30
High Option Self & Family	382	\$219.46	\$475.50

## Secretary/Treasurer

*Vicki Gray*



# Are You A Member? It Pays to Belong!

This issue of the North Carolina Rural Carrier is being sent to all the rural carriers of North Carolina, members and non-members alike.

Are you a member of the National Rural Letter Carriers' Association? I hope you are. If not, I hope the information in this issue will help to convince you of the benefits of membership. I believe the information and benefits our members receive are worth the small cost of our membership dues.

The number one reason, in my opinion, for membership in the NRLCA is that it is the best way to learn your rights as a rural carrier and to stay informed of any and all changes within our craft.

It amazes me that so many carriers do not take full advantage of their membership benefits.

I thought it would be appropriate to remind everyone why it is worthwhile to become a member of the NRLCA. Included in this issue on page 11 is a list of several reasons, composed from information in the March 2017 National magazine, of why it pays to be a member of our union.

One major addition not on this list is the NRLCA mobile app that is now available for your phone. This is a free app and is available on Google Play or Apple App Store. All news regarding the Union is put out on the website and on the NRLCA app. It is highly recommend that you allow push notifications on your phone to ensure that you stay informed on breaking news and receive important updates.

Members, I hope you share this information with your co-workers. **Non-members, I hope you will consider becoming a member!**

An enrollment form (PS 1187) is included in this issue. All new members will have 60 days of free membership before dues will be withdrawn from their paychecks.

*(Continued on page 13)*

## The Healing PTSD Stamp

The United States Postal Service has a stamp that helps raise funds for those living with post-traumatic stress disorder, or PTSD. The "Healing PTSD" stamp features a photo of a plant sprouting from the ground surrounded by dead leaves. This is meant to symbolize the PTSD healing process, growth and hope.

The semi postal stamps, or stamps that help raise funds, sells for 65 cents—10 cents higher than the current First-Class Mail postage rate. All proceeds benefit the U.S. Department of Veteran Affairs, which oversees the National Center for PTSD, to help fund PTSD research.

"The Postal Service is honored to issue this semipostal stamp as a powerful symbol of the healing process, growth and hope for tens of millions of Americans who experience PTSD," said David C. Williams, vice chairman on the service's board of governors. "With the issuance of this stamp, the nation renews its commitment to raise funds to help treat soldiers, veterans, first responders, health care providers and other individuals dealing with this condition."

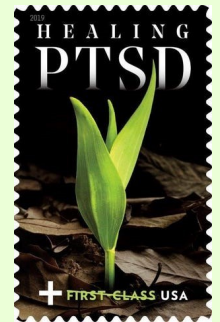
PTSD affects about 3.5% of U.S. adults, according to the American Psychiatric Association, and is not limited to military veterans. People who have seen or gone through a traumatic event, such as war, rape or a serious accident, can develop the disorder. Women are twice as likely as men to experience PTSD, the association said. Those suffering with PTSD may experience problems sleeping, trouble concentrating, recurrent dreams of the trauma, intense reactions to reminders of the trauma, disturbances in their relationships and/or isolation.

More than 7 million of the stamps have sold from December of 2019 to May of 2020. The Department of Veterans Affairs announced that stamps sales have raised more than \$717,000, which has now been disbursed to the VA National Center for PTSD to fund additional research.

"Thanks to the millions of Americans who purchased the Healing PTSD stamp, VA will continue to study, create awareness, educate and develop policies which better the lives of veterans with PTSD," said VA Secretary Robert Wilkie. "The stamp not only raises awareness about PTSD but will provide funding for needed research and education about trauma and PTSD treatment."

For more information about PTSD visit <https://www.ptsd.va.gov/>

The stamps were first released in Charlotte, North Carolina on December 2, 2019 and will be available for only one more year. Healing PTSD stamps can be sold for no longer than two years, per the Semipostal Authorization Act.





## Why It Pays to Belong to the NRLCA?

(clip and share)

1. The National Rural Letter Carriers' Association (NRLCA) holds exclusive recognition to represent the rural carrier craft with the U.S. Postal Service (USPS) including the negotiation of all labor agreements for the rural carrier craft including wages, benefits, and working conditions.
2. Only NRLCA stewards can represent members of the rural carrier craft in the grievance procedure, including providing protection in disciplinary actions.
3. NRLCA has an excellent Health Insurance program: *The Rural Carrier Benefit Plan* for regular and retired members, and for qualified leave replacements. This plan includes a prescription drug benefit program
4. NRLCA also offers supplemental insurance programs, including term life, disability income insurance, accident, critical illness, and dental and vision insurance.
5. NRLCA also offers the Rural Carrier Vehicle Insurance Plan and the Homeowners' Insurance Plan through National General Insurance. NGIC understands the needs of rural carriers when insuring their route vehicles under the Federal Tort Claims Act.
6. NRLCA provides a monthly publication, *The National Rural Letter Carrier*, to keep its members informed on postal and legislative matters of vital interest. North Carolina also publishes the *North Carolina Rural Carrier* newsletter every 2 months for its members.
7. NRLCA provides information and fellowship for its members at local, state, and national business meetings where all members may participate in the democratic process of developing NRLCA policy.
8. The National Rural Letter Carriers' Association has an effective legislative program in Congress to promote and protect the interests of rural carriers.
9. NRLCA provides an official website for its members at [www.nrlca.org](http://www.nrlca.org). It includes accurate, up-to-date information that affects your job, your wages, and the changing environment of the Postal Service. Only NRLCA members can access the full website. NRLCA also has a mobile app in conjunction with the website.
10. Only members of the NRLCA have access to union-provided assistance with Workers' Compensation claims.
11. Because of the union, no rural carrier can be involuntarily reassigned to another craft or job in the Postal Service. More importantly, because of this union, no employee from another craft can be assigned into the rural craft.
12. Without the union, any one of us could be subject to layoff. There would be no consideration of seniority or re-bidding the routes when an encumbered route was eliminated. If your route was gone you would be too.
13. Without the union, any one of us could be reassigned to another craft or job anywhere in the Postal Service and displaced employees from other crafts could be reassigned as rural carriers, taking future jobs away from our own RCAs.
14. Without the union, all of us would be subject to the whim of the employer. None of us would have any protection or rights. None of us could be assured of having a job tomorrow, let alone next year. It is at times like these that we all need the union the most.
15. Only members of the NRLCA are allowed to vote on officers of the union or hold office in the union.
16. Only members of the NRLCA can become union stewards.
17. Only members of the NRLCA can vote on proposed new contracts with the USPS.

**Join Today! Simply complete this form and mail to: NCRLCA Secretary/Treasurer**



Revised  
NRLCA Form 1187  
2017

**UNITED STATES POSTAL SERVICE**  
**AUTHORIZATION FOR DEDUCTION OF DUES**

RURAL CARRIER  
CLASSIFICATION

☐ Regular ☐ PTF ☐ Relief ☐ ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME		FIRSTNAME	MI
----------	--	-----------	----

MAILING ADDRESS	CITY	STATE	ZIP CODE +4
-----------------	------	-------	-------------

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

**SECTION A - AUTHORIZATION BY EMPLOYEE**

I hereby assign to the **National Rural Letter Carriers' Association**, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
--------------------	------	-------	---------------

**SECTION B- FOR USE BY STATE ASSOCIATION**

**R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

**SIGNATURE OF ACCEPTING UNION OFFICIAL**

**DATE**

I hereby certify that the dues of this organization for the above named member, for

the applicable designation, are currently established at \_\_\_\_\_

per pay period.

*Vicki Gray*

**NC**

**STATE SECRETARY**

LOC #	STATE
DATE	REMIT #

**SECTION C- FOR USE BY NATIONAL ASSOCIATION**

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED  
AT USPS PERSONNEL OFFICE

Send to:

NCRLCA Secretary/Treasurer  
Vicki Gray  
424 Wapiti Dr.  
Spring Lake, NC 28390

## Financial Statements

I have also included our Financial reports for the end of our last fiscal year.

Although basically all meetings stopped as of March 2020 you won't see much of that cost savings reflected on these reports.

The State Convention expenses listed on this report are for the 2019 State Convention in Raleigh. Because our State Convention is held in June, most of the costs of the convention are in the following fiscal year re-

port. The National Convention is also a large expense for us and the savings from the cancelation of this year's convention will also be reflected in next year's reports.

If you have any questions about anything on these reports please give me a call. I will be happy go over any items you have any questions about and explain in detail.

In closing, I want to say please work safe. You are important! I know this is a stressful time of year for us.

I hope everyone has safe, healthy and happy holiday season!

## NCRLCA Financial Position as of Jun 30, 2020

### ASSETS

#### Current Assets

##### Checking/Savings

1000000 · APCU Checking .....	4,372.83
1020000 · APCU Savings .....	629,734.42
1020800 · Convention Savings Account.....	<u>126,282.26</u>
Total Checking/Savings .....	760,389.51

#### Other Current Assets

1020912-APCU-CD 74 12/06/2020 .....	78,320.94
1020801 · State Delegate Pay Acct .....	47,969.28
1020909 · ACPU - CD 72 - 9/25/2021 .....	<u>60,000.00</u>
Total Other Current Assets .....	186,290.22

**Total Current Assets .....** 946,679.73

#### Fixed Assets

Accumulated Depreciation .....	-3,931.60
Computers .....	6,358.93
Office Furniture & Equipment .....	582.68
Storage Building .....	<u>3,850.00</u>

**Total Fixed Assets .....** 6,860.01

**TOTAL ASSETS .....** 953,539.74

### LIABILITIES & EQUITY

#### Liabilities

##### Current Liabilities

200000 · Credit Card.....	328.90
2100 · Payroll Liabilities .....	<u>4,397.26</u>

**Total Liabilities .....** 4,726.16

#### Equity

3010000 · Current Year Income Summary .....	168.00
3900 · Retained Earnings .....	811,722.68

**Net Income .....** 136,922.90

**Total Equity .....** 948,813.58

**TOTAL LIABILITIES & EQUITY.....** 953,539.74

(Continued on page 14)

## **NCRLCA Statement of Activities**

**July 2019 through June 2020**

*Page 1 of 2*

### **Ordinary Income/Expense**

#### **Income**

4000000 · National General .....	21,341.32
4030000 · Interest Income.....	1,312.72
41000 · Interest/Dividends .....	5,365.95
4200000 · 4200000 - Membership Dues	
4210000 · Member Dues (Cash)	
421100 · Regular Cash Dues .....	1,128.00
4213000 · Retired Cash Dues .....	3,148.00
4214000 · OWCP - LWOP Payments .....	<u>966.15</u>
Total 4210000 · Member Dues (Cash) .....	5,242.15
4220000 · NRLCA Dues Withholding	
4221000 · Regular & Relief D/W .....	508,306.84
4222000 · Retired D/W .....	32,005.68
4223000 · NRLCA Employees D/W .....	<u>1,049.07</u>
Total 4220000 · NRLCA Dues Withholding .....	541,361.59
Total 4200000 · 4200000 - Membership Dues .....	546,603.74
4230000 · RAFT Payments .....	6,830.00

**Total Income .....**581,453.73

**Gross Profit .....** 581,453.73

#### **Expense**

5100000 · Awards & Recognition .....	1,205.00
5300000 · Employee Benefits .....	14,938.29
5600000 · Lodging .....	12,692.28
5700000 · National Convention	
5700001 · Other .....	7,122.72
5700002 · National Delegates .....	89,932.12
5700003 · Delegate Election Expense .....	<u>963.00</u>
Total 5700000 · National Convention .....	98,017.84
5800000 · Office Expense .....	4,598.51
5900000 · Payroll Taxes .....	10,714.44
6000000 · Per Capita Dues	
6010000 · District Per Capita Dues .....	16,752.00
Total 6000000 · Per Capita Dues .....	16,752.00
6100000 · Postage .....	1,546.66
6200000 · Printing .....	1,059.68
6300000 · Regional Conference	
6300001 · South Atlantic Conference Dues .....	500.00
Total 6300000 · Regional Conference .....	500.00
6400000 · Rent .....	4,800.00

*(Continued on page 15)*

## NCRLCA Statement of Activities

July 2019 through June 2020

Page 2 of 2

6500000 · Repairs / Maintenance	
6500002 · Website Maintenance.....	1,835.90
Total 6500000 · Repairs / Maintenance .....	1,835.90
6560000 · Worker's Comp Ins .....	860.00
6600000 · Salaries and Wages .....	139,106.27
6700000 · State Meetings	
6720000 · State Board Meetings .....	606.15
6730000 · Fall Booster Meeting .....	4,006.05
6740000 · State Convention .....	<u>13,576.77</u>
Total 6700000 · State Meetings .....	18,188.97
6701000 · State Paper	
6701002 · Newsletter Printing .....	62,473.02
6701003 · Mailing Fees .....	<u>11,326.35</u>
Total 6701000 · State Paper .....	73,799.37
6900000 · Telephone & Internet .....	2,067.02
7000000 · Travel .....	34,471.35
<b>Total Expense .....</b>	<b>437,153.58</b>
<b>Net Ordinary Income .....</b>	<b>144,300.15</b>
<b>Other Income/Expense</b>	
<b>Other Expense</b>	
5000000 · Accounting Fees .....	7,077.00
7023401 · Payroll Service Fees .....	<u>300.25</u>
Total Other Expense .....	7,377.25
Net Other Income .....	-7,377.25
<b>Net Income .....</b>	<b>136,922.90</b>

### NCRLCA Dues for 2020-2021

Regular, PTF.....Cash.....	\$739.00
1187.....Bi-Weekly.....	\$28.42
Retired.....Cash.....	\$111.00
1187R....Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$244.00
1187.....Bi-Weekly.....	\$9.38

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.

### What Is A Union?

A union is nothing more complicated than a group of workers who have banded together to promote their common interests. One person standing alone may be weak, but all of us joined together have strength.

The Union speaks as one voice on behalf of all the employees as a "bargaining unit." This means the employer loses the powerful advantage of dealing with only individuals subject to the employer's whim. With union representation, the employer has to reckon with all of us, united in the union as the collective voice of all workers.

## SAC Board Member

*Derek Harpe*



## Covid Concerns Interrupt SAC

Hello fellow North Carolina rural letter carriers.

I sure have missed seeing all my fellow carriers with the NC RLCA State Convention, our NRLCA National Convention, and our NC Fall Booster being canceled.

I am sorry to say, it will be a while longer before seeing each other again due to the following notification that our SAC Conference in January in Atlanta has been canceled.

Please read the following article regarding the decision that the SAC Board has agreed upon. It is very important at this time to maintain caution and safety. Praying that all are safe and healthy.

Wishing everyone a blessed Thanksgiving, Merry Christmas and Happy New Year!



**NOVEMBER 11TH  
THANK A VETERAN  
FOR THEIR SERVICE!**

## South Atlantic Conference (SAC) Cancellation

The South Atlantic Conference (SAC) which was to be held in late January of 2021 has been canceled. Due to Covid restrictions that has been placed on the hotel along with travel issues for the managers, are some of the reasons.

Some say the conference is several months away, why cancel now. Your SAC Board begins in the Fall of the year setting the plans for the conference with the hotel. Reservations would soon be open and having people make and then cancel their reservations could cost some attendees money to cancel. Also, with any event planned the closer to the event date and having to cancel there is the possibility of owing the hotel penalties. Social distance in the hotel lobby along with the meeting rooms played a part as well. No one has a crystal ball to see when this virus will go away or even lessen the restrictions from it. Trying to plan to go ahead could cost the conference money that we do not have. Maybe in a few months everything will be over, and we can go back to being normal. But what if it does not clear up in a few months. That is the decision the SAC Board was faced with.

Please understand the SAC Board did not make this decision lightly. Discussion on all angles were looked at. But in the end the health and safety of our people were deciding factors. We are all facing twists and detours nowadays, but we all are in this together. We will come out of this pandemic stronger and better. In the meantime, stay safe and healthy.

Kim Harrell

President, South Atlantic Conference

# Postal Legislation



**Legislative Representative**  
*Van Heath*

As I write this, the national election is less than 30 days away. As I told you in my last article; there is little going on in Washington because every member of the House is involved in running for re-election and one-third of the Senate is doing the same.

With that said, I want to give you an idea of the various bills in the Congress relating to the USPS. Most of these bills will die in committee with little chance of ever reaching the floor for a vote.

**HR8015-Delivering for America Act.** This bill prohibits the U.S. Postal Service (USPS) from making changes to operations or levels of service from those that were in effect on January 1, 2020, establishes requirements for the processing of election mail, and provides additional funding for the Postal Service Fund. (Received in the Senate)

**HR8123-Postal Service Emergency Assistance Act.** This bill provides emergency funding for the U.S. Postal Service (USPS). Specifically, it establishes and makes appropriations to a Postal Service COVID-19 Emergency Fund from which the Department of the Treasury shall transfer up to \$25 billion certified by the USPS as necessary to cover lost revenue or operational expenses resulting from the COVID-19 (i.e., coronavirus disease 2019) pandemic. (Referred to Committee)

**HR8104-Vote By Mail Stamp Act.** This bill provides provisions for the US Postal Service to issue a "Voting By Mail Semipostal Stamp." (Referred to Committee)

**HR8109-Nonpartisan Postmaster General Act.** This bill restricts the political activities of the members of the Postal Service Board of Governors, including the Postmaster General and the Deputy Postmaster General. (Ordered to be Reported Out)

**S.4527-Delivering for America Act.** This bill prohibits the U.S. Postal Service (USPS) from making changes to operations or levels of service from those that were in effect on January 1, 2020. Specifically, the USPS may not, during the period beginning on enactment of this bill and ending on the last day of the COVID-19 (i.e., coronavirus disease 2019) public health emergency or January 1, 2021, whichever is later, implement or approve any change to the operations or the level of service that would impede prompt, reliable, and efficient services. (Referred to Committee)

**HR7969-Postal Vehicle Modernization Act.** This bill will authorize funding for the purchase of electric or zero-emission vehicles for the United States Postal Service fleet. (Referred to Committee)

**S.4174-Postal Service Emergency Assistance Act.** This bill provides emergency funding for the U.S. Postal Service (USPS). Specifically, it establishes and makes appropriations to a Postal Service COVID-19 Emergency Fund from which the Department of the Treasury shall transfer up to \$25 billion certified by the USPS as necessary to cover lost revenue or operational expenses resulting from the COVID-19 (i.e., coronavirus disease 2019) pandemic. (Referred to Committee)

Above and beyond the traditional bills, there are in this Congress 164 bills **"To designate the facility of the United States Postal Service located at"** bills that name a Post Office in memoriam. Our members of Congress love the press coverage they receive naming a local Post Office, especially during an election year.

As this is the last issue of our magazine for 2020, I would like to wish everyone a Non-Partisan Holiday Season. *Happy Holidays to All.*

(Continued from page 1)

Mr. Kirk began his career with the USPS in 1967.

Mr. Kirk was very involved in the union from his early days as a rural carrier.

He was a North Carolina Assistant State Steward at one time and was a mentor to many in the state.

Mr. Kirk was also chosen as North Carolina's Member of the year in 1988.

Mr. Kirk's children were all present to witness him receiving this award.

Also on hand to honor Mr. Kirk were National Executive Committeeman and former State Steward Dennis Conley, former National and State Chaplain Doug Byrum, North Carolina Vice President Audrey Solomon, North Car-



Harry Kirk shows off his 60 Year Membership Award surrounded by his children. Left to right: Harry Kirk, Jr., Monie Alexander, Harry Kirk, Sharon Benfield and Susan Saviano.

olina Secretary/Treasurer Vicki Gray and former North Carolina Assistant District Representative Tracy Davidson.

The following story and photos are reprinted from an edition of *University City Magazine* in Charlotte, NC. This piece ran in 1996, the year that Harry Kirk retired from the USPS.

## A Family Tradition Ends on the Rural Mail Route

### For 50years, Kirks have covered Newell Area

reprinted from *University City Magazine*, Charlotte, NC

They have brought you letters and bills, good news and bad. Whether you ran out the door to meet them or simply knew they'd been by because a plastic bag with a package from far away was waiting, you probably take for granted the job of the rural mail carrier.

For half a century, you may have been waving to Mr. Kirk if you live in the Newell area. It wasn't the same Mr. Kirk for 50 years, but three members of the same family who have carried the mail since before the days of ZIP codes and automated sorting machines.

With Harry Kirk's retirement last month, the Kirk family ends its work with the US Postal Service in Charlotte. Harry took over the route from his brother Gene when he retired in 1980. And Gene had taken over the job from their father, John, who started working for the post

office in October 1946.

Harry may have had second thoughts about following in his brother's and father's footsteps~more accurately~tire tracks. When he rode with Gene for his training for the route, he remembers, "I got sick riding with Gene the first day." There was simply too much stop and go, and he spent too much time reading envelopes during the ride.

But it didn't take Harry long to get the hang of the route and even learn to drive from the passenger side. "I never gave it a second thought," he said about stretching his left foot across the middle of the car to control both the accelerator and the brakes as his right arm prepared to reach out to the next mailbox.

In fact, Harry became so good at his job that in 1988 he was named Carrier of the Year for the North

Carolina region covering 2,614 rural routes and representing more than 3,700 carriers.

Times certainly have changed from the days when John Kirk worked out of the Newell Post Office and delivered to about 100 boxes over an 18-mile route. "He knew everybody," Harry said about his father, who died in 1966. When Harry retired from the North Tryon Street facility, the route was different because of ZIP code adjustments, and he had 775 stops each day.

Because rural carriers provide the same services that the US Postal Service offers city dwellers at the



John Kirk

(Continued on page 19)

(Continued from page 18) **Kirk  
Family Tradition**

post office, the Kirks served as clerks, as well as carriers. They've sold people stamps and money orders and even taken a letter from one box, canceled it, and delivered it to another house on the same route the same day.

Customer Sandy Crosby said the Kirks offered old-time service and were dependable and willing to help. "If they saw strange going-on, they'd check it out," she said.

Last Year Harry watched someone carry a cash drawer out of the North Tryon Street Waffle House early one morning. He pursued what he suspected was a robber down a wooded service road. Harry was able to flag down a policeman, lead him to the individual and the officer got his man.



Harry Kirk, left, and his brother Gene have both been rural mail carriers in University City. Their father, John, started his route in 1946, and Gene continued the route in 1949. Harry retired from the post office last month. Photo by Judy Morganthall.

Their personal contact with their customers, whether a brief conversation at the mail box or a wave to a neighbor working in the field, is just good public relations, Harry said. Of course, these conversations also meant Harry and Gene both took the criticism when the price of stamps increased over the years. When Gene started carrying

the mail, a first-class stamp sold for 3 cents. "People said they raised the price of postage to pay the postal workers more," Harry said. "It's the best bargain of any nation in the world," he added.

And Gene recalled when an unsealed envelope—with the flap tucked inside—cost only 1 ½ cents to mail, making Christmas cards a real bargain to send. Now, if an envelope isn't sealed, it usually means the automated machine will catch the end and the torn mail will end up in a plastic bag with a note of apology from the post office.

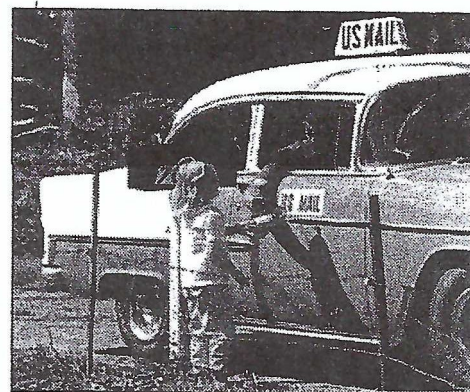
The Kirk brothers also remember when ZIP code weren't expected to catch on. But now, almost everyone uses the zone improvement plan number that identifies the postal area. People who don't know their destination ZIP code usually call the post office, where a rural carrier who was injured on the job is one of the people who relays the computer's answer.

Because rural carriers will be the last to benefit from automation, both Harry and Gene had to sort the mail for their routes themselves. Despite almost illegible handwriting, Gene said, "You could come up with part of a name and address and deliver most anything. Over the years you'd learn to recognize people's handwriting."

Don't think for a minute that their deliveries were just envelopes and tidy boxes. The Kirks have delivered numerous critters. Gene remembers transporting 100 chickens in a box, and Harry has delivered swarms of bees and boxes of crickets. The Quick Stop on NC 49 received worms every two weeks to sell for bait.

Despite competition for parcel business, there's been an increase in first, second, third and fourth class mail. Although customers may call the category of often unwanted papers "junk mail," Harry is adamant about using the proper name ~ bulk business mail. This makes up about a quarter of the mail, and although customers complain about it, they reach out to get those coupons, he said.

For Harry, the best part of the job was enjoying the public, the



Harry Kirk makes a special delivery to his granddaughter.

people at the post office and the pay day. "It all fit together. I didn't dread going to work." The worst part was the snow days when the highway department pushed snow in front of the mailboxes. Gene remembers a snow day in March 1960 when the roads were too bad to deliver the mail, and Harry recalls being sent home the morning Hurricane Hugo hit Charlotte because without electricity at the North Tryon Street post office, the mail couldn't be sorted.

Hurricane Hugo caused extra havoc for Harry, who's also run an insurance business, Mecklenburg Farmers Mutual Insurance on University City Boulevard, since 1965. About 85% of his customers had claims. He worked some nights until midnight on insurance work and was up every day at 4 a.m. to deliver the mail.

Harry and his wife, Margaret, married 42 years, have four children and 10 grandchildren. Daughters Sharon Benfield, Monie Alexander and Susan Jones are in the University area, and Harry Jr. lives at Lake Norman. Along with work and family responsibilities, Harry was a board member of the University City YMCA from 1991-93 and helped raise funds for the new facility. He's active in Mallard Creek Presbyterian Church and is a past member of the Charlotte-Mecklenburg Planning Commission.

The Kirks, including brother Bill and sister Sara Killian, were raised in Newell and farmed their land, which they continue to own around the campus of UNC Charlotte.



**PAC CHAIR**  
*Robert Gurganus*

## We Need You!

Hi everyone! It's your pal Porkchop. I hope you're staying safe.

I want to say hello to all of our rural carrier brothers and sisters who aren't members who are reading this, and invite you to join us as members of the union. Together, we are strong.

As I write this we are all swamped with parcels and election mail, and by the time you read this we will hopefully be gearing up for the Christmas rush and the election will be over (hopefully).

We've all been overloaded with politics for what seems like forever but as most of us know, the "P" in PAC stands for political. For us to remain strong and have a voice in postal policy we need to be able to contribute to representatives who will look out for our interests.

Senate Majority Leader Mitch McConnell wields power in Washington that affects each and every one of us every day - who do you think has contributed over \$217,000 to him over his many years in the

Senate? UPS, that's who!

They are 6th overall of his contributors, giving more to him than even JP Morgan and Citigroup. If they have a problem with ANY legislation that's being proposed you can be sure that he takes their calls.

When we contribute to our PAC, we get access to plead our case to our legislators as well. Our PAC contributions go to members of both parties- we need members on both sides of the aisle to understand the important service that we provide to our fellow citizens. During the pandemic we have proved our worth and it's time that Washington knows that too. Our phone calls, emails and PAC contributions along with our votes for those who support us and the job we do make us a force to be reckoned with.

I've got to be honest with you ~ because of the pandemic it's been harder to raise PAC funds this year. This time of postal chaos presented by our latest PMG has undermined public confidence in the job we do without fail for our fellow citizens. I hope you'll take a moment and consider becoming a sustaining donor to PAC by filling out the form enclosed in this issue and help our union stay strong.

I so look forward to seeing all of you again when it's safe and comparing notes about our routes and offices. I've never been prouder to be a rural letter carrier ~ we are part of the backbone of our nation.

God bless you all and God bless our union!

## YOUR PAC DONATIONS ARE NEEDED

**PLEASE CONSIDER BECOMING A SUSTAINING DONOR TODAY**

**SIMPLY FILL OUT THE FORM BELOW.**



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

**\$45     \$25     \$20     \$15     \$10     Other: \$\_\_\_\_\_**

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

**Name (print): \_\_\_\_\_**

**Employee ID Number: \_\_\_\_\_**

**State: \_\_\_\_\_ Zip Code: \_\_\_\_\_ Phone Number: \_\_\_\_\_**

**Please attach a voided check**

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

# PAC Donors

A very special thank you goes to our **Sustaining Donors**. Sustaining Donors are indicated by the \* beside of their name below. These individuals regularly donate money to PAC via Electronic Fund Transfer (EFT) or payroll withholding.

## **Emerald Level \$1500-\$1999**

Dennis Conley\*  
Brenda Prevatte\*

## **Diamond Level \$1000-\$1499**

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Michelle Vance\*  
Andrea Wickinson  
Susan Wilkinson  
Art Young



## Auto-Home Insurance

*Tracy Greer*

# Federal Tort Claims & You

I want to take a brief moment to say I miss all of you and hope your doing well! As our meetings keep getting canceled our communication and opportunities for information are getting harder by the day. I have had a few calls about tort claims and want to give you some information on that.

First off, I am not a licensed insurance agent. I am a mail carrier just like you. My role is to help provide you with information and point you in the right direction regarding your insurance.

The Federal Tort Claims Act (FTCA) It is a law that was established in 1946 that basically says when you are acting as an employee of the Federal Government the government assumes liability in the event you are involved in something that causes harm. For most of us that would be an auto accident.

You can read the Federal Tort Claims Act entirety here: <https://fas.org/sgp/crs/misc/R45732.pdf>.

---

**Let the Federal Tort Claims Act pay for that fence!**



So what does that mean for us?

A. In North Carolina we must have a “Federal Drivers Endorsement” on our auto insurance policy to be covered under FTCA and you should not be paying anything extra for that coverage. Do not allow your insurer to sell you a commercial policy!

B. Through the right insurer you should get a small discount due to the fact they have an avenue of decreased liability.

C. In the event of a lawsuit, you receive Federal assistance and they may foot the entire bill on medical and liability. Your vehicle is not covered by the Tort Claims Act!

D. When you are traveling to or from work and while on the job you are covered by the Federal Tort Claims Act. I want to clarify that if you stop for gas, food, or anything on your trip home or into work that coverage is null and void. You are covered only by a direct line of travel between your home and work.

That package management wants you to deliver on your way home, DO NOT DO IT! The moment you are off the clock, the Post Office is no longer liable for you. If you are in an accident you may have legal issues and are no longer covered under FTCA and you are not covered by workers compensation should you get hurt or bit by a dog. Also, we should be getting paid for what we do.

This is where NRLCA Insurance Marketplace comes into play. They understand how to insure us properly and give us the best rate. Most insurers look at you as if you have a 3<sup>rd</sup> eye when you mention Tort Claims coverage. Call 1-888-325-7727 for a no obligation free quote and mention code R/RP and you will receive a \$10.00 gift card for your time!

National General understands our needs and are the go to for rural carriers. The local National General agents do not offer this and are a separate entity. You must call the marketplace to receive the gift card for a quote.

Thanks for all you do and safe travels out there. Feel free to call, email, or text if you need anything or just to chat.

I want to wish you all a Merry Christmas and a Happy New Year!

# RURAL CARRIER MILESTONES

## Robert McLean Retires

Robert started as a RCA in the New Bern post office in 1993. He became a regular carrier in 1998. He has been a member of the NRLCA union for over 20 years.

Bob was a radio personality/DJ in his previous career from 1976 until May of 1993 when he became a postal employee.

Bob plans to remain in the Jacksonville area with his supportive wife Brenda.

His fellow carriers wish him a wonderful retirement.



Patricia Casey (left) and Reva Wallace (right) show off the blanket that Robert Mclean (center) received as a gift from the New Bern rural letter carriers.

## Webmaster

*Renee Johnson*

## Neither Snow Nor Rain....



Twenty columns stretch across the front of the New York City Post Office on 8<sup>th</sup> Street. Just above their ornate caps, carved into the granite, are the words often attributed to the Postal Service as a whole. "Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds."

This slogan is not ours, but it could be. The Greek historian Herodotus wrote it about the Persian mounted couriers. They delivered battle news and field reports during the wars between the Greeks and Persians from 500-449 BCE and appeared in a volume of books called *The Histories*. Their relay system seems similar to that of The Pony Express.

I've been reminded of this slogan by my customers many times, especially recently, when they wish to add, "nor pandemics," and I want to add, "nor the unending multitude of packages." I don't envision either of these slacking before Christmas.

But there are many things which could change between now and the end of the year. To meet the deadlines of printing and mailing a newsletter, we must write our articles in advance. Between now and the next newsletter, a whole lot of things are happening.

The first, of course, is the election. Be sure to vote. The second is Open Season. Check the website for information on the Rural Carrier Benefit Plan. The third is Christmas overtime. Look for updates on the website: [www.ncrlca.org](http://www.ncrlca.org).

Whew! That's a lot. Other changes could also occur. Our National Board has many ways of getting the news to the members in a timely fashion through social media and the national website. Following in their lead, I and the members of our state board, are working diligently to bring news to you quickly through our state website. Please check it regularly and often, and feel free to reach out for any information you require.

If you are interested in the full explanation of the Postal Service Mission and Motto, check the website on or after November 6, 2020 at <https://www.ncrlca.org/2020/11/06/usps-mission-and-motto/>

# North Carolina Armed Forces Veterans Club

## Veterans Day is Monday, November 11th

Veterans Day is a federal holiday in the United States and is observed annually on November 11.

It is for honoring our military veterans, that is, persons who have served in the United States Armed Forces.

It also coincides with other holidays including Armistice Day and Remembrance Day, which are celebrated in other countries, that mark the anniversary of the end of World War I.

Major hostilities of World War I were formally ended at the 11th hour of the 11th day of the 11th month of 1918, when the Armistice with Germany went into effect.

At the urging of major U.S. veteran organizations, Armistice Day was renamed Veterans Day in 1954.

**Please take a moment to remember and honor our veterans for their service and their sacrifice to our country.**



## IT'S A FACT

ANNUAL DUES CLASSES \$10 To \$50	THE NATIONAL RURAL CARRIERS' PROVIDENT GUILD			MAXIMUM BENEFITS \$5,000
<b>WHAT...</b> The Guild is a Fraternal NON-PROFIT Death Benefit Department.				
<b>WHO...</b> Open to all Regular, Substitute 73, PTF, RCA Rural Carriers and their spouses, who are under 56 years of age.				
<b>DUES.....</b> Your choice of benefit classes, ranging from \$10 to \$50.				
The available classes depend on your age at time of application.				
Available if you are.	Annual Dues Class	Maximum Benefit	Minimum Benefit 30% Max.	Immediate Relief Payment 30% Max.
Have not reached age 56	\$10	\$1,000	\$300	\$300
Under 50	15	1,500	450	450
Under 45	20	2,000	600	600
Under 40	30	3,000	900	900
Under 35	40 or 50	4,000 5,000	1,200 1,500	1,200 1,500
Your benefits <b>DO NOT</b> decrease, as you grow older. The class you chose remains in effect as long as you pay annual dues.				
The President and Secretary-Treasurer are bonded in sufficient amount to cover the funds in their hands at any one time				

## Provident Guild Representative

*Dale Sain*



Here is some quick info on the Provident Guild for current and future Provident Guild members. An application for membership is on the next page for those that would like to join.

If you have any questions please give me a call.

DALE SAIN  
 6289 Nobby Lail Rd  
 Connelly Springs, NC 28612-7425  
 Phone 828-461-5057

Wishing everyone a Merry Christmas!

# Provident Guild Application

PLEASE FILL IN WITH TYPEWRITER OR PRINT LEGIBLY WITH INK

ALL QUESTIONS MUST BE ANSWERED

DEATH BENEFIT DEPARTMENT, National Rural Letter Carriers' Association and its Auxiliary

## APPLICATION FOR MEMBERSHIP

Date \_\_\_\_\_

CIRCLE CLASS DESIRED:

\$10      \$15      \$20

\$30      \$40      \$50

For Class: \_\_\_\_\_

+ Entrance Fee      \$2.00

\*Amount Enclosed: \_\_\_\_\_

**Mail to:**  
Diane Cox  
4780 Stony Creek Road  
Urbana, OH 43078-9454.

ACTION OF  
ADMISSION BOARD  
Not to be filled by  
Applicant

\* Those who submit applications during July, August or September need to pay a full year's dues plus the entrance fee.  
October, November or December submissions need to pay 75% of a full year's dues plus the entrance fee.  
January, February or March submissions need to pay 50% of a full year's dues plus the entrance fee.  
April, May or June submissions must pay the entrance fee plus 25% of a full year's dues plus the upcoming full year's dues.

☐ Male      ☐ Female      ☐ Married      ☐ Single      ☐ Divorced      ☐ Widowed

1. Name \_\_\_\_\_  
First Middle Last Phone Number

2. A. Home Address \_\_\_\_\_  
Street County  
City State Zip Code

B. If Mailing address is different from residence - Please List: \_\_\_\_\_  
City State Zip Code

3. Date of Birth \_\_\_\_\_  
Month Day Year Age Weight Ft In Height

4. Occupation: ☐ Regular Carrier      ☐ Substitute Carrier      ☐ Retired Carrier      ☐ Wife/Husband of Carrier  
☐ Widow/Widower of Carrier      ☐ Wife/Husband of Sub. Carrier      ☐ Wife/Husband of Ret. Carrier

5. Have you ever been a member of the Provident Guild? \_\_\_\_\_ Yes ☐ No ☐

6. Is your wife (or Husband) a member of the Provident Guild? \_\_\_\_\_ Yes ☐ No ☐

8. 1st Beneficiary \_\_\_\_\_  
(Name) (Address) Phone Number

2nd Beneficiary \_\_\_\_\_  
(Name) (Address) Phone Number

7. "I agree to the method for distribution of benefits as shall be Provided by the Organic Law as of the date of my death."

9. I hereby declare that I have carefully read each and all of the above questions and answers, and that my answers are true.

\_\_\_\_\_  
(Signature of Applicant)

Recommended By: \_\_\_\_\_  
Guild Representative

Revised 2008

# **North Carolina District Representatives**

## **Mid-Carolinas**

### **Bethany Small**

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## **Area Stewards**

### **Cliff Workman**

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[rjschoon2@gmail.com](mailto:rjschoon2@gmail.com)

### **Georgia Kline**

910-303-5243

### **Kara Winebarger**

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[nrlcakara@gmail.com](mailto:nrlcakara@gmail.com)

### **Bryan W. Hudgins**

252-357-2406  
[bhudgins@embarqmail.com](mailto:bhudgins@embarqmail.com)

## **NO TEXTING PLEASE**

Texting is not an acceptable form of business communication.  
The NRLCA does not want the employees of the National Steward System (NSS) texting.  
This includes your DRs, ADRs, Area Stewards and Local Stewards  
When needed, please **CALL** your assigned Steward or Representative.



## Mid-Carolinas District Representative

*Bethany Small*

### What Do You Allow?

To say that 2020 has been difficult might be the understatement of the decade. Many Americans have endured unique professional and personal hardships that we never saw coming and were left to our own devices to just “figure it out.” There has been little support available for many who have felt the impacts of the pandemic and subsequent fallout the worst.

As front-line and essential employees, carriers didn’t go home to wait it out. Carriers showed up every day to do more with fewer resources, day in and day out.

When we are struggling to keep our lives together, survival mode kicks in and our priorities change. The steward system in this district has had a tremendous increase in calls and rightfully so. The challenges that this organization has faced over the last several months has strained operations from the top down, but few have felt the consequences more than the carriers.

Somehow carriers are asked to perform miracles every day with mounting pressure from management while being acutely aware of the inherent potential risks of the job. Rural carriers want to be of help, we want to serve our customers. I believe that the rural craft has gone above and beyond the call of duty, but there are limitations to what is possible. There are limitations to what a human being is capable of, physically, emotionally and psychologically.

Unity as a craft and education as an individual have become the cornerstones of our ability to combat impacts of the changes we have and continue to endure. It is paramount, maybe more so now than ever, that we continue to push back against the violations that are happening. We have seen many old and non-contractual methods and directives being used to get the mail out recently. While having a Step 4 or an Arbitration decision makes it easier to stop the violation, Stewards need to be made aware of the issues

and we must continue to file grievances.

Have you ever heard the saying “what you allow is what will continue?” Over my time as a Steward, I have come to truly understand what this saying means. The reality of it all is that knowledge is power. When you know something is not right at work, you have the ability to change it. When we are given information or instructed to do something by management that is a violation of the contract, we are allowing it to continue if we first don’t have the knowledge that it’s wrong, and secondly if we don’t do something to stop it.

One of the greatest services that this Union provides to its membership is access to information and knowledge. When we empower our craft members with knowledge and the ability to prevent management from violating the contract, our Union and our Craft will continue to grow stronger and stronger. By increasing our membership, we are collectively increasing our ability to protect ourselves, sometimes from management that intentionally tries to mislead and sometimes from management that simply doesn’t know any better. Regardless of management’s motivation, when more of us are armed with knowledge, more of us are able to challenge information or directives that violate our rights.

I know that the stresses of life have shifted our focus. When we are worried about childcare or putting food on the table or keeping a roof over that table, outside of being paid for our work hours, the minutia of the National Agreement seems secondary. Please don’t give up. Maintaining our diligence in

contractual compliance is an elemental component of collective bargaining. The contract essentially outlines the terms of the relationship between craft and management and neither party gets an option to participate. Accepting employment is acceptance of the terms of that agreement.

Staying the course when we are challenged shows that our commitment to the National Agreement is unwavering and persistence will always be the most productive path. We will always be stronger when we stand together and violations can and will go unchecked if they go unchallenged. There are better days ahead of us. Thank you for your continuing dedication to your profession and to our customers.

Happy Holidays to you all and God Bless.

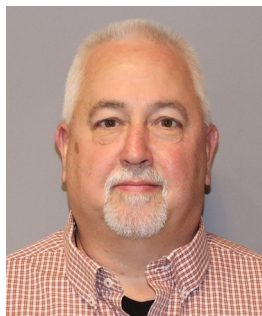
***Somehow carriers are asked to perform miracles every day .....but there are limitations to what is possible.***

***It is paramount... that we continue to push back against the violations that are happening.***

## Greensboro District Representative

*Jeff Essick*

## Christmas Pay Procedures



The 2020 Christmas period for rural carriers begins Saturday, December 5, 2020 (Week 1, Pay Period (PP) 26-2020), and we believe it ends Friday, December 25, 2020 (Week 1, Pay Period 01-2021). (**NOTE: At the time this article is being written, the USPS has not given out the exact end date.**) During this period, certain timekeeping and pay rules apply. Timekeepers, including postmasters, supervisors, and other employees responsible for rural carrier time and attendance recording, must become familiar with Article 9.2.K., Christmas Allowances and Procedures, of the 2018–2021 USPS/National Rural Letter Carriers' Association (NRLCA) Agreement.

This article describes:

- Types of compensation to which rural carriers are entitled during the Christmas period.
- Related timekeeping procedures and regulations for the Christmas period.
- Special rules that begin with the start of the Guarantee Year (October 10, 2020) and continue through the end of the Christmas period (December 25, 2020).

## Overtime During the Christmas Period

### *Regular Carriers (Des 71) — FLSA B*

#### Types of Overtime

During the Christmas period, regular rural carriers are eligible for two types of overtime — FLSA overtime and Christmas overtime.

#### FLSA Overtime

FLSA overtime is paid at all times of the year, not just during the Christmas period. Regular rural carriers are paid FLSA overtime under two circumstances:

- a. Hours worked in excess of 12 hours in a day. If a carrier works more than 12 hours in a day, the amount over 12 is entered in the Daily Overtime block on PS Form 1314.
- b. Hours worked in excess of 56 in a week. These hours are calculated automatically when the total weekly work hours are greater than 56, so no separate entries are required.

## Christmas Overtime

Christmas Overtime is paid only during the designated Christmas period. Regular rural carriers are paid Christmas overtime under two circumstances:

- a. Christmas Assistance — This is assistance provided by the regular carrier on his or her relief day. Christmas assistance work hours are entered in the Xmas Assist Work Hours block on PS Form 1314.
- b. Hours worked in excess of the route's evaluation — This is based on the total actual work hours for the week, not on individual days. For example, if a route has a daily evaluation of 9 hours and the regular carrier works 10 hours on 2 days, and 8 hours on the other 3 days, no overtime would be paid. Even though the carrier exceeded the daily evaluation on 2 days of the week, he or she did not exceed the weekly evaluation. The weekly evaluation is 45 hours; the carrier worked 44 hours. (See Handbook F-21, section 567, for overtime calculation when leave days are taken during the week and for routes with an evaluation of less than 40 hours.) These hours are calculated automatically, so no separate entries or calculations are required.

## Overtime Rate

The overtime rate paid to regular (FLSA Code B) carriers is 150 percent of the carrier's regular rate. The regular rate is determined by dividing the total compensation received for hours actually worked by the carrier since the beginning of the Guarantee Year (not including overtime), by the total number of hours worked since the beginning of the Guarantee Year (not including overtime). This overtime rate is used for both FLSA overtime and Christmas overtime.

## Replacement Carriers

Replacement Carriers (Designations 70, 73, 74, 75, 76, 77, 78, and 79) are only entitled to FLSA overtime. For these employees, FLSA overtime is paid for hours worked in excess of 40 in a week.

### *Regular Carriers (Des 71) — FLSA A*

Regular carriers whose FLSA code is A (**NOTE: Most regular carriers are NOT FLSA code A.**) are paid for actual hours worked, not evaluated hours. They are paid overtime for hours in excess of 8 in a day or 40 in a week. For FLSA Code A carriers, enter hours in excess of 8 in a day to the Daily Overtime block on PS Form 1314. Hours in excess of 40 in a week are calculated automatically.

## Auxiliary Route Carriers

Carriers serving any auxiliary route are compensated at the hourly rate for actual hours worked during PP 26-2019 and Week 1 of PP 01-2020. During this period, carriers are not paid the evaluation of the route.

*(Continued on page 29)*

(Continued from page 28)

Overtime is paid only when the carrier exceeds 40 hours for the week.

### **Christmas Assistance**

Christmas assistance is additional service provided on a rural route during the Christmas period. For regular carriers, Christmas assistance applies only to assistance given by the carrier, on his or her relief day, while a replacement carrier is assigned to work the full route. For replacement carriers, it applies to any assistance provided on a regular or auxiliary route during the Christmas period. Christmas assistance is reported in the Xmas Assist Work Hours block on PS Form 1314 (for regular carriers) or PS Form 1314-A (for replacement carriers). Regular carriers can perform Christmas assistance only on their relief day. Therefore, only regular carriers assigned to J or K routes may report Christmas assistance. Regular carriers assigned to route types H or M cannot perform Christmas assistance because these route types do not have a relief day.

#### **Examples of Christmas Assistance:**

- A regular carrier comes in on his or her relief day and helps the replacement carrier case the route.
- A regular carrier comes in on his or her relief day and carries part of his or her regular route. (Replacement carrier is listed on PS Form 1314.)
- A replacement carrier carries part of a regular route due to heavy Christmas volume.

#### **These are NOT examples of Christmas assistance:**

- A regular carrier comes in on his or her relief day and cases and carries his or her regular route.
- A regular carrier works 2 hours beyond the daily evaluation of his or her regular route.
- A regular carrier performs any work while assigned to an H or M route.

### **Work on Relief Days and Use of X Days**

During the period from the beginning of the Guarantee Year (October 10, 2020), through the last day of the Christmas period (December 25, 2025) — which includes pay periods 22-2020, 23-2020, 24-2020, 25-2020, 26-2020, and 01-2021 (Week 1) — record relief days worked by regular rural carriers on PS Form 1314, as described below.

1. Carriers who work a relief day during this period and who are entitled to a future day off (X day) must be given that X day in the same pay period. Record DACA Code R or 3 on PS Form 1314 for

the relief day that is worked, and DACA Code X on the day that is taken off. The Rural Time and Attendance Collection System (RTACS) will not accept any PS Form 1314 that contains a DACA Code 3 or DACA Code R without a corresponding DACA Code X.

2. Record DACA Code 5 on PS Form 1314 for the relief day that is worked if an X day is not taken in the same pay period that the relief day is worked, or if the carrier is on the relief day work list and selects the option for 150 percent compensation. When DACA Code 5 is entered, the carrier does not receive an X day.
3. Carriers may not use any X days that were earned in previous pay periods during this period. RTACS will not accept any PS Form 1314 that contains a DACA Code X without a corresponding DACA Code 3 or DACA Code R.
4. Carriers must have a sufficient balance of X days available in order to use an X day. Carriers with a negative X day balance cannot use any X days until the negative balance is erased.

### **Important Items to Remember:**

#### **Rural Carrier Christmas Pay Procedures**

- Hours entered in the Daily Overtime block are always included in Actual Weekly Hours.
- Hours entered in the Xmas Assist Work Hours block are NOT included in Actual Weekly Hours.
- Carriers on auxiliary routes are paid for actual hours worked, not the route's evaluation, during the Christmas period.
- During the period from the beginning of the Guarantee Year (October 10, 2020) through the last day of the Christmas period (December 25, 2020), a DACA Code X cannot be entered on a timecard unless there is a corresponding DACA Code R or 3 in the same pay period and the carrier's X day balance is zero or greater.
- DACA R and 3 require a DACA Code X to be used in the same pay period.
- If Actual Weekly Hours exceed 56 hours in a week, a DACA Code 5 must be used. DACA Code 3 or R are not allowed.
- If a regular carrier works his or her relief day and serves his or her assigned route, this is NOT reported as Christmas assistance.
- Regular carriers may only work on their assigned route.
- Second trip is not allowed during the Christmas period.

(Continued on page 30)

## **A Change Due to COVID-19**

**Note:** There are **currently** provisions for paying a regular carrier for performing service on a Sunday and on other than on the assigned route. *These provisions are now in place due to the following MOU dated 4-8-2020, that has been mutually extended (by MOU dated 9-15-2020) through December 31, 2020.*

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

Due to safety concerns surrounding the coronavirus (COVID-19), and the liberal approval of leave for all employees during this challenging time, 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.

For the period beginning April 6, and continuing through June 5, 2020, 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). 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 should 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 all or part of any rural route other than their assigned routes. All work hours are to be recorded in the Actual Weekly Hours block on PS Form 1314.

Hours worked on Sunday or spent providing service on other rural routes should be 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 not schedule 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.

The parties will revisit these temporary modifications immediately prior to the end of the specified period to determine if an extension is appropriate.

**Doug A. Tulino**

Vice President Labor Relations  
U.S. Postal Service

**Ronnie Stutts**

President  
National Rural Letter Carriers' Association

Date: 4/8/20

(Continued on page 31)

(Continued from page 30)

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

The following Memoranda of Understanding between the United States Postal Service and the National Rural Letter Carriers' Association have been extended through December 31, 2020. The parties agree to meet and discuss the above Memoranda of Understanding prior to December 31 to determine whether or not further extension is appropriate.

- Re: Temporary Paid Leave for Rural Carrier Associates
- Re: Temporary Expanded Sick Leave for Dependent Care During COVID-19
- Re: Temporary Expanded Scheduling of Assistant Rural Carriers (ARCs)
- Re: Temporary Workplace Changes to Promote Social Distancing – COVID-19
- **Scheduling of Regular Rural Carriers on Sundays and on Other Rural Routes**

***Doug A. Tulino***

Vice President Labor Relations  
U.S. Postal Service

Date: 9-15-2020

***Ronnie Stutts***

President  
National Rural Letter Carriers' Association

Date: 9-15-2020

## REMEMBER:

Christmas overtime is not an entitlement.

Management has the option to limit or not allow any overtime.

Your contractual rights do not change simply because management is controlling work hours. It is the position of the NRLCA that reporting times should not be changed on a daily or weekly basis. Rural carriers should receive reasonable advanced notice when the schedule is to be changed.

If rural carriers feel pressured or forced to work in a manner that places them in an unsafe situation, they should request a PS Form 1767. Complete the form and return it to your supervisor. Discuss the issue with management, and if it is not resolved, contact your steward immediately.

On that note, this will most likely be the most challenging "Peak Season" any of us have ever experienced. Please remember to work smart, pace yourself and most of all, work safely at all times.

My wish for each of you is for a safe, healthy and joyous Christmas during this pandemic. I pray for a New Year that brings an end to COVID-19 and all the havoc it has created.

## How To File A Grievance

See Example PS Form 8191 on next page.

Fill out the sections with red dots (# 1 – 4, except 3b & 3c). Management fills out the sections with the blue dots (#3b & 3c) when you actually file (discuss the issue) the grievance with them. **(THIS DISCUSSION MUST BE WITHIN 14 DAYS FROM THE DATE IN 3a).**

Once you have filed, let management make themselves a copy and you **MUST** get the original to the steward or representative immediately, along with a signed and dated statement telling your side of the issue. The steward or representative **only has 10 days** from the date in 3b to setup a meeting with management.

Never hesitate to call your steward or representative with questions if you need assistance.

**NOTE:** Do not put your entire statement in #4 on the grievance form (PS Form 8191). Just state the issue in the form of a single question. Then, provide the steward with a statement, explaining your side of the issue.

1a. Grievant's Name (Last, first, middle initial) Your Name	1b. Grievant's EIN (Employee Id Number) Your EIN #
1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5      Your route #	1d. Telephone No. (include area code). Your Number for Steward to call if needed
1e. Grievant's Mailing Address Your COMPLETE address	
2a. Post Office	2b. Branch/Station
2c. Telephone No. (include area code) POST OFFICE Number	3a. Date of Incident    Date discipline received or contract violation occurred
3b. Date of Step 1 Discussion with (Filing date) Supervisor's Initials	3c. Was Grievance Timely? (Explain) YES    Supervisor's Initials
4. Issue (Complaint) <u>ONE LINE</u> in the form of a question. Example: "Was there just cause for the Letter of Warning?" or "Did management violate the contract when ...?" Include your Statement on a separate piece of paper to be given to your Steward. <b>This is not seen by Management.</b>	
5. Contract Provisions (Articles at issue) <b>DO NOT WRITE ANYTHING IN #5 OR BELOW.</b> <b>THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING</b>	
6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)	

# DO NOT WRITE IN THESE SECTIONS!

7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)	8. Management Contentions
<h2 style="font-size: 2em;">(Sections 5-14)</h2>	
9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)	10. Union Contentions
<h2 style="font-size: 2em;">FOR STEWARD USE ONLY!</h2>	
11. Remedy Sought by the Union <div style="background-color: #ffcc00; padding: 5px; text-align: center; font-weight: bold; font-size: 1.2em;">             YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.           </div> <p style="color: #0070c0; font-weight: bold; font-size: 1.1em;">             Blank Grievance forms (<b>PS Form 8191</b>) can be found on both the National and North Carolina websites or obtained from your Supervisor or Steward.           </p>	
12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)	12b. Date of Disposition
13. Signature of Installation Head of Designee and Telephone No.	14. Signature of Union Step 1 Official and Telephone No.



## GET A LETTER FROM SANTA FOR YOUR CHILD

**NORTH POLE** – The United States Postal Service is offering a service so children can receive personalized letters back from Santa Claus, complete with a North Pole postmark.

Here are the steps for your child to get a letter back from Santa:

1. Have your child write a letter to Santa and place it in an envelope addressed to: Santa Claus, North Pole.
2. Later, when alone, open the envelope and write a personalized response.
3. Insert the response letter into an envelope and address it to the child.
4. Add the return address: SANTA, NORTH POLE, to the envelope.
5. Affix a First-Class Mail stamp to the envelope.
6. Place the complete envelope into a larger envelope — with appropriate postage and address it to:

North Pole Postmark Postmaster  
4141 Postmark Drive  
Anchorage, AK 99530-9998



The USPS says “*Letters from Santa*” must be received no later than Dec. 15 by the Anchorage, AK, postmaster Santa’s helpers at the Postal Service will take care of the rest!

### Tips from USPS:

- To save paper, write Santa’s response on the back of your child’s letter. If you keep them together, your child will also be able to recall what he or she wrote.
- When responding as Santa, make the response as personal as possible by highlighting your child’s accomplishments over the past year, for example, helping around the house, receiving good grades in a particular subject at school or participating in community service activities.
- Don’t forget to disguise your handwriting!

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## NORTH CAROLINA AUXILIARY OFFICERS

### **PRESIDENT L.E. WHITE**

1336 Schoolhouse Road  
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252-771-8180  
[LEWhite1951@roadrunner.com](mailto:LEWhite1951@roadrunner.com)

### **VICE PRESIDENT SUSANNE REAVIS** 345 Harvey's Lane Traphill, NC 28685 336-957-2004

### **SECRETARY/TREASURER SUE KELLY** 4701 Main St. Linden NC 28356 910-980-0820 or 910-890-2804

### **EXECUTIVE COMMITTEE CAROLYN WARD** 3951 Virginia Road Tyner, NC 297804 252-221-4683

### **PEGGY SIMMONS** 5418 Seven Creeks Hwy Nakina, NC 28455 910-770-3534

### **MIKE MOOSE** 237 Northview Drive Fayetteville, NC 28303 910-322-3917

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

### **PROVIDENT GUILD L.E. WHITE** 1336 Schoolhouse Road Elizabeth City, NC 27909-9596 252-771-8180

## JUNIOR OFFICERS

### **PRESIDENT ANAKIN HAMLETT** 7668 NC Highway 62 N Blanch, NC 27212-9257

### **VICE PRESIDENT TAYLOR WARD** 3951 Virginia Road Tyner, NC 297804

### **SECRETARY/TREASURER LILY GRAY** 424 Wapiti Dr Spring Lake, NC 28390

### **CHAPLAIN MADISON HALL** 9028 Main Street Godwin, NC 28344-8387

## Scholarship News

### Auxiliary News

*From  
Sue Kelly  
Secretary Treasurer*

The NCRLCA Auxiliary would like to take this opportunity to say **congratulations** to your young adult for being one of our **winners** in the 2020 Scholarship program. We understand that it is your encouragement to that young adult that helps make our program a great success.

We, the NCRLCA Auxiliary, are proud that we were able to assist you in fulfilling your educational dreams.

**New applications** for the **2021 Scholarship** program will be available **November 1, 2020**. Any Auxiliary board member can help you with obtaining these applications. I encourage each of you to apply.

The winners of the 2020 Scholarships are:

- |                            |                                |
|----------------------------|--------------------------------|
| 1. Clair Wallace           | Harriet Lineberger Scholarship |
| 2. Alexis Lauren Jackson   | Charles Adams Scholarship      |
| 3. Colette Graham          | Prennis Page Scholarship       |
| 4. Alexandra Scott         | 2019 Fall Booster raffle       |
| 5. Sarah Katherine Wagoner |                                |
| 6. Rachel Weaver           |                                |
| 7. Ethan Randall Spencer   |                                |
| 8. Taylor Moore            |                                |
| 9. Alexis Riddick          |                                |
| 10. Jordan Moore           |                                |
| 11. Wade Johnson           |                                |
| 12. Henna McKenzie Reid    |                                |
| 13. Kallie Cook            |                                |



*May we all have a Happy Thanksgiving,  
Merry Christmas and a Happy New Year!*

*Stay Safe!*

# DECEMBER 2020

SUN	MON	TUE	WED	THU	FRI	SAT
<i>Nov 29</i>	<i>Nov 30</i>	1	2	3	4	5P P-26
OPEN SEASON						
6	7	8	9	10	11 Pay Day	12
NOV 9-DEC 14						
13	14 <u>Open Season Ends</u>	15	16	17	18	19 PP-1
20	21	22	23	24 Christmas Eve	25 Pay Day Christmas Day	26
27	28	29	30	31 New Year's Eve		

# JANUARY 2021

SUN	MON	TUE	WED	THU	FRI	SAT
					1 Happy New Year	2 PP-2
3	4	5	6	7	8 Pay Day	9
10	11	12	13	14	15	21 PP-3
17	18 Martin Luther King Jr. Holiday	19	20	21	22 Pay Day	23
24	25	26	27	28	29	30 PP-4
31						

## Important Dates

November 11 Veterans Day Holiday  
 November 26 Thanksgiving  
 December 24 Christmas Eve  
 December 25 Christmas Holiday

January 1 New Year's Day Holiday  
 January 18 Martin Luther King Jr Holiday  
 January 23-25 South Atlantic Conference (SAC) Canceled  
 February 15 President's Day Holiday



NCRLCA  
424 WAPITI DR  
SPRING LAKE NC 28390-1562

Address Service Requested

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



*Wishing Everyone  
a Safe, Healthy and  
Happy  
Holiday Season!*

— Your State Board