



North Carolina Rural Carrier

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

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Fall Booster Canceled

Due to the current social distancing restrictions imposed by Governor Cooper and on the advise of your National Board we have had to cancel this year's Fall Booster.

We realize this is not the news that many of you want to hear. We are all missing the friendship and fellowship that we have grown accustomed to sharing at these events every year. Not to mention all the information we receive regarding our contract and our craft. Being unable to see any of these friends and mentors since March truly seems like an eternity. We can only hope that it will all be over soon and we can return to our in person meetings. Perhaps we can have a "Spring Fling" when this is all over.

In the meantime, please know that your State Officers, District Representatives, and Stewards are just a phone call or email away. Please do not hesitate to contact any one of us. We work for you!

Inside This Issue

Steward Annual Reports

Member of the Year

COLA Increase

Although the United States Post Office is under attack once again, the American public continues to show their love and support for their mail carriers and for the USPS.

Inside this issue (pages 18 & 19) are pictures of just a few of the notes and other things received by some of our North Carolina rural carriers. We wanted to share the love with you and perhaps boost you up. We know these last several months have been very challenging.

Please hang in there and know that what you do is important and valued.

Another thing, please contact your Senators and Congressman and ask them to support the future of the USPS.



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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
Rutherford/Polk	47	Watauga/Avery	57	Randolph	42
Tidewater	52				

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Roanoke Chowan	7	Alamance	1	Tri-County	25
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
for all the latest news.

This month the password will be Pumpk!n_\$p!ce

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

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

Cover Photo

Beautiful fall foliage in North Carolina's Blue Ridge Mountains.

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President
Brenda Gibbs

Looking Forward



Your state board has unanimously decided to cancel the fall booster. We want everyone to remain safe and we will see you next year. We are still available by phone should you need or want to speak to us about anything.

Looking Forward

We have all been inundated with all the negativity surrounding Covid-19; the ever increasing number of people infected, the growing number of deaths, unemployment of those people and companies not yet allowed to return to work, lack of finances for food, rent, utilities, etc. This along with social distancing from our friends and family and not being able to enjoy those things we used to do have created anxiety in many people.

I am going to take you back to the article Elaine Althoff wrote in our May/June edition of the *North Carolina Rural Carrier*. She discusses Covid-19 and the Spanish flu that began in 1918. On page 11 she talks about the loss of life (670,000 Americans). She goes on to describe a scene similar to what we are seeing today, schools and churches closed with no community life. People were afraid of friends and neighbors. They were even afraid to stay in their own homes. During 1918 most doctors worked for themselves or were employed by charities or religious institutions. Many people had no access to them.

Out of that devastating time came many positives.

In 1919 Vienna, Austria saw the opening of an international bureau for fighting epidemics. This was the forerunner of today's World Health Organization (WHO). Several countries embraced the concept of healthcare for all while others took steps to consolidate healthcare and expand access to it. After the Bubonic Plague of 1896 and the 1918 Spanish Flu health authorities realized that it wasn't reasonable to blame individuals for catching an infectious disease.

The Spanish Flu affected young men more than women *partly* due to the perfect conditions created during World War I when the troops spent months in close quarters. However, the death rate for men who never went to war exceeded that of women. The epidemic was so severe that part of the economy was temporarily shutdown.

With the combination of the Spanish Flu and

World War I a labor shortage occurred. This allowed women to play a new role in the workforce; due in part to the war and in part to the Spanish Flu. Women were able to take jobs outside their homes. There was a 25% increase in the number of women in the workforce.

In 1919 the National Federation of Business and Professional Women's Clubs was founded. By 1920 the female workforce had increased to 21% of the total workforce. Women entered roles in manufacturing and textiles from which they had previously been banned. They also held leadership positions in the military and the police force. With their greater economic power, they actively advocated for certain women's rights, including the right to vote. They also demanded equal pay for the work they performed.

On August 18, 1920 the 19th Amendment of the US Constitution was ratified which granted women the right to vote. The first female governor in the US was elected soon after. Nellie Taylor Ross became governor in 1923 in the state of Wyoming.

What good has or may come out of our Covid-19 pandemic?

Community spirit has increased dramatically. Community support groups have sprung up around the world. Some schools have been providing meals and wifi hotspots for their students while schools have been closed. Many stores are offering separate time slots for seniors and other at-risk people to shop. Around the world individuals and businesses have begun making masks; some distilleries have used their resources to make hand sanitizer and some automakers have begun making ventilators and other medical supplies.

"Thank you!" signs are found on many front lawns in support of us and the other essential workers along with "2020 senior" signs to recognize the graduates in our communities who, in most cases never got the typical graduation ceremony.

Because of coronavirus we have become more creative. We have found more time with family, adopted new pets and rediscovered old hobbies: such as reading, cooking, gardening, bird watching, working puzzles, or playing old board games. Many of us have used **Zoom** for the first time.

Biking and bike trails have become extremely popular as trails provide a less crowded outdoor experience and therefore became one of the first places open. Drive-in movie theaters are making a comeback. Drive-in concerts are following that trend. Musicians, news and talk show hosts have provided us a look into their personal lives while they played concerts or broadcast their show from home. Many museums across the world are now offering virtual tours. This gives all of us the opportunity to 'go places' we might never get to visit otherwise.

(Continued on page 6)



Chaplain's Message

Jesse Ray Farmer Jr.,
Chaplain

Kindness Matters

Read Passage Ephesians 4: 29-32

“Be kind and loving to each other, and forgive each other just as God forgave you in Christ.” Ephesians 4:32

My brother and I have a pretty good relationship with open communication and the typical jabs of sarcasm here and there. But through the years there have been times when words of bitterness and anger have gotten in the way of our relationship. These strains not only impacted our relationship but the relationships of our children with their cousins who also became estranged. A heavy weight of uneasiness rested on my family's shoulders until the relationship was mended with forgiveness and love.

There may be examples of times in your family and friendships when your words were either intentionally or unknowingly unkind.

This world has been shaken and stirred during 2020. Words and actions of hate, violence, and bitterness have been common themes we have seen among the recent racial crimes and political unrest. Although you may not be directly impacted in your hometown,

the effects have been unsettling to us. We are unsure which side to take or where to turn for answers.

In the Bible, the solution seems simple but has to be practiced on a daily basis. In this passage, we are advised to build up each other with our words, to not keep a spirit of bitterness and anger, but be kind and loving to each other. Lastly, we are told to forgive each other.

We may not be able to change past mistakes from other others, but we can move toward a life of peace by following God's plan for reconciliation.

We are encouraged in Colossians 3:15 to “let the peace of Christ rule in your hearts, since as members of one body you were called to peace.” Our job as Christians is to help spread this ministry of peace to others through our actions and kind words so that others can come to know the true peacemaker, Jesus. If we are harboring bitterness and strife against our brothers and our neighbors, we will never experience reconciliation and the peace that follows.

In this life, kindness can go a long way. It starts at home, then the mailroom, and then the mail route with contact with dozens of faces each day. **Choose kindness.**

Prayer: “Lord, we pray for peace over our nation and for our lives to show kindness and forgiveness as an example of your precious love towards us.

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



Hampton Burgess, 80, of Ramseur, went to be with his Lord and Savior Thursday, February 13, 2020.

Hampton was born in February of 1939, the fifth of seven children, he learned love and hard work at an early age. At the age of 18, he joined the Marine Corps. He loved everything about the Marines, keeping the United States of America the strongest nation in the world, supporting biblical values, and maintaining a strong and able military. His strong traditional values were reflected in his desire to serve God and his country. He was a quiet man, but he was strong minded and was not afraid to say what he believed to be right.

After being honorably discharged from the Marines, he returned home to help his father on the farm. In the winter, he would go to Florida so he could con-

tinue his art of bricklaying. After marrying, he and his wife of 46 years moved to Florida to work fulltime in the masonry business. Over the years, his father became ill, and Hampton and his wife moved back to Ramseur and cared for him until his passing.

Later, Hampton became a rural carrier for the Ramseur post office. He used to tell his wife, “compared to laying brick, this is like taking candy from a baby.” He took pride in his work and was determined to do the job right, and on time. He also respected and looked out for his patrons. He enjoyed putting up mailboxes and numbering them for friends and fellow community members. His mail carrier motto was, “Get the mail out!”

His other motto was “WORK.” He didn't care

(Continued on page 21)

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

Many employees that had office jobs have now been working from home for months. These employees/employers are finding that they are saving time and money by not going to the office. They have the potential to have a more streamlined workflow and productivity using newer technology that is not always reliant on face-to-face meetings.

There has been a positive impact on our environment as well. Carbon emissions have been reduced and our waterways are cleaner.

Even though this year has been hard on all of us, there are silver linings. Coronavirus brought us creativity and innovation. Quarantine brought us time with family. Activism will bring about changes for the better. What happens next is up to each of us. People are more inclined to make habit changes during times of upheaval.

What changes have you made?

Sources: Time, The Conversation, USA Today, Sky News, Harvard Business School, Al Arabia and Fox News



Safety

Scott Deal

Earthquake in North Carolina! What's Next?

Happy Fall to you all! Congratulations on making it through an exhausting summer and I hope that you enjoy the cooler temperatures ahead.

It truly has been a year for the books. Yesterday, August 9th, Sparta, North Carolina had a 5.1 magnitude earthquake at 8:07 in the morning. My entire house shook in Taylorsville, and my brother's house shook in Huntersville. It seems the weather and mother nature are always reminding us of what is most important; us!.

If an earthquake happens, protect yourself right away. If you are in a car/vehicle, pull over and stop. Set your parking brake. If you are in bed, turn face-down and cover your head and neck with a pillow. If you are outdoors, stay outdoors, away from buildings. Do not get in a doorway. Do not run outside.

This advice was taken from [ready.gov](https://www.ready.gov), an official website of the Department of Homeland Security. They go on to talk about the best time to prepare for any disaster is before it happens, preparation and awareness being the key. If only we had just a little more time in a day.

The theme of Drop, Cover, and Hold On with family and coworkers is the message. Pay attention to any heavy items in your area, whether they are secured or unsecured.

As if Covid-19 and the influx of parcel volume was not enough to deal with, now we're talking earthquakes. Kind of makes me wonder what my next article will be on...hmmm.

In all seriousness, I know the volume for many of you has not let up since last Christmas. Regardless of the amount, the priority is to always work and deliver in the safest possible manner. Here's the secret...*It takes more time.* So that is the answer as well. **Take the time to be safe!** I know, it's easier to type it than to do it. The main point I am attempting to get across is this: *not only take the time to be safe, but never forget what we do is a service.* As the volume rises, the service, in my opinion, is greatly diminishing.

Covid-19 is still with us and looks like it may be for a while. Always wear your mask if you cannot keep six feet or two arm lengths away. And always wash your hands thoroughly as needed.

Our customers are indeed taking advantage of a great deal, but they also have limited options for shopping and going to get what they need. Human nature dictates we all get tired; especially when we're delivering hundreds of parcels every day. Most of our customers have no idea of the volume of parcels we deal with, or how much it has changed since the pandemic. Because they have paid the postage, we get to deliver.

Revenue is the only way we as a Postal Service will survive. If we short change our customers on the service they expect and deserve, how long could we survive? Our customers aren't just paying our salaries so to speak, they also pick up the phone and pick up the pen and let Congress and the White House know we are essential and should always remain affordable, reliable, and universal. I implore you all to remember this.

Thank you for your service, stay safe in every way. I am looking forward to the day when we all can get together again.

Retirement

Brian Hamlett



Retirement & Military Service

Considering the USPS is one of the largest employer of military veterans, over 97,000 according to Postal Facts at usps.com, credit for military service and how it affects your retirement can be a big deal in your retirement plans. While each case is unique here's some general information to consider.

What should I do about my military service when I apply for civilian retirement?

You should review your Official Personnel Folder (OPF) to make sure there's a record of all of your military and civilian service. If any of the records are missing, your employer should help you document the service and obtain any missing records.

If you have civilian service for which you must pay retirement contributions or repay a refund of contributions in order to receive full FERS or CSRS credit, your employer should tell you about what impact payment or non-payment has on your eligibility and the amount of your retirement benefit.

If you elect to make a payment to receive credit for military service you performed after 1956, you must make that payment before you retire. If you are receiving military retired pay, you should discuss whether or not you must waive the retired pay with the personnel officer at your agency.

Your personnel office can also tell you about receiving credit in your annuity computation for various types of service and about the payments described above, as well as help you with service documentation.

How do I make a payment to get credit for service?

If you are covered by the Civil Service Retirement System (CSRS), then you should apply to make a payment by completing Form SF-2803.

If you are covered by the Federal Employees Retirement System (FERS), then you should apply to make a payment by completing Form SF-3108.

If you are within 6 months of retirement, you should submit your request to make the deposit or re-deposit at the same time you submit your application for retirement. You can use a form or letter to do this.

The office of Personnel Management will notify you of any amounts due so you can decide whether or not to make the payment. They cannot, however, authorize your regular annuity payments until they have your decision about the payment.

If you have applied to buy back military service or military leave without pay from your agency and your annuity hasn't changed you should check the status of your application. Federal retirees should contact OPM and active employees should contact HRSSC.

There are other factors that need to be looked at on an individual basis. Be sure and discuss it during your retirement counseling session with HRSSC or any outside retirement counseling provider if you use one.

And to all those whom have earned this distinction, thank you for your service to our nation and its people.

North Carolina Armed Forces Veterans Club

It is time to renew or join for the 2020-2021 year.

Anyone that is a member of the National Rural Letter Carriers Association is eligible for membership. Veterans are full members and non-veterans are associate members. All members have full voting rights on Club issues.

Current membership dues are \$7.00 per year. Of that, \$3.00 is forwarded to the National Secretary/Treasurer. The remaining \$4.00 will stay with our state.

One purpose of the club is to raise money for book scholarships for college students; the children and grandchildren of members. Scholarships are awarded at both the state and national level.

Please send membership dues to Mike Shue, 325 Ed Weavers Road, Salisbury, NC 28146-8570





RCHBP
Elaine Althoff

PREPARING FOR OPEN SEASON

Open season is approaching fast, keep your stress levels down and start comparing your plan options early. Get any questions you might have answered early on. In a few weeks you will be mailed your Health Insurance Plan guide or a brochure with the new updates on coverage options or premiums changes. You can also review plans online. Do not wait until the last minute to start comparing policies.

Whether you are a new employee eligible to enroll, a current employee, or retired, maybe you had a qualifying life event this past year and need to make additional changes, take a few minutes to sit down and compare your options.

Also note that if you are in the Self Plus One plan you may want to consider the Family Plan if it is cheaper as it was this year.

No matter who you are, you will need to think carefully about your choice and a plan that fits you & your family's health care needs.

Compare out-of-pocket costs, co-pays, what is cov-

ered, what is not, ask yourself, "Do I/we need to add a Vision & Dental plan, or Life or Disability Insurance?" "Do I even need to make changes to my current plan?" ***If you do plan to make coverage changes, check that your current physicians participate with your new plan as well.***

It all can be a bit overwhelming so start early. I urge you to look at your current plan and compare it to the RCBP plan and all it has to offer. Thank you for being a member of RCBP. You can log on to RCBPhealth.com and select "Official Plan Documents: under "Member Resources: to view the Official Plan Brochure and to help you better understand the benefits and resources available to you and how to access them.

What Insurance is Available for RCAs

The USPS Health Benefits Plan is available to eligible non-career employees. (RCA Health Plan). This plan is underwritten by United Healthcare. It is the only Health care plan available to RCAs at this time.

Please see the chart below.

Also available to RCAs through the NRLCA are Dental, Vision, Life and Disability plans. These are closed plans available only to members of the NRLCA. **See: *WHAT'S AVAILABLE TO ALL CARRIERS*** on page 10 in this article for additional information on these supplemental plans.

(Continued on page 9)

Employer Contribution and Premiums for RCA Insurance

- o USPS contributes \$125 per pay period for Self Only Premiums
- o USPS contributes 65% for non-career employees their first year
- o USPS contributes 75% for non-career employees with more than one year of service (applies to Self Plus One and Family coverage)

This chart reflects last year's rates New rates are not released until October.
Your share of the premium per pay period is:

Coverage Type	Less than 1 year in service	More than 1 year in service
Self	\$60	\$60
Self Plus One	\$147	\$105
Self and Family	\$208.25	\$148.75

If your earnings fall below \$609 in a pay period, you may have an adjusted premium contribution. Detailed information is in the "Cost of the Plan" section of the Guide to USPS Health Benefits Plan. For more information LiteBlue, PostalEASE and HRSSC are your best sources.

HEALTH INSURANCE IN RETIREMENT

If you are planning on retiring within the next five years don't skip this next section.

There are two requirements to keeping Health Insurance Coverage into Retirement.

Two requirements:

- o Retire on an Immediate Annuity
- o Enrolled in FEHB Program for Five Years Immediately Before Retiring
Example: two years on Blue Cross and three years on RCBP it doesn't have to be the same plan, just a Federal Plan for five years before retiring.

No Special Enrollment Form to complete, and the premium is deducted from your Retirement Benefit

You must maintain NRLCA membership to be eligible for the RCBP. When you retire you must rejoin the NRLCA by filling out a new 1187R.

Surviving Spouse Health Insurance Coverage

Two Requirements:

- o Elect a Survivor Annuity Benefit
- o Be Enrolled in Family Coverage When Retiree Dies

The premium is deducted from the Survivor Annuity Benefit.

MEDICARE PROGRAM

What is Medicare? Medicare is a health insurance program for people who are 65 or older, younger people that are disabled, or those with End Stage Renal Disease (kidney failure).

PART A (Hospital Insurance)

- o Coverage includes hospital care, skilled nursing care, home health services, etc.

PART B (Medical Insurance)

- o Coverage includes services at the doctor's office, durable medical equipment, preventive services, etc.

Part C (Medicare Advantage Plan)

Part D (Prescription Drug)

It is recommended having A, B + RCBP. You will pay next to nothing in out of pocket costs.

What Medicare doesn't pay RCBP covers. There is a premium penalty, if you don't have Medicare Part B once you turn 65. See plan brochure for information.

The benefits of Medicare Part A & B with RCBP

- o Called Coordination of Benefits
- o Medical deductibles, copays and coinsurance covered or waived
- o 93% of RCBP are retirees; over 18,000 members

WHAT'S AVAILABLE TO CAREER CARRIERS (FULL-TIME CARRIERS)

Health Benefits:

- o Federal Employee Health Benefits Plan (FEHBP)
- o E.g. Rural Carrier Benefits Plan (RCBP)
- o Blue Cross FEP

Supplemental-Federal Plans

- o FEDVIP-Dental and Vision Insurance
- o FEGLI-Life Insurance
- o FLTCIP-Long-Term Care

The FEDVIP plan, you are not going to find a better plan. I highly encourage you to compare.

Looking for Term Life Insurance this site is highly recommended www.selectquote.com.

Hallmarks of the Rural Carrier Benefit Plan:

- o RCBP is a closed plan (Exclusive to only members of the NRLCA; in good-standing)
- o \$20 Copays for doctors and \$35 specialists
- o Competitive premiums
- o 100% cancer coverage
- o Long-term partnerships with Aetna and CVS
- o Massage therapy benefits

Flexible Spending Account (FSA)

Flexible Spending Account (FSA) helps you save on everyday medical, dental, vision or dependent care expenses (daycare). A large number of us don't use the FSA. It is worth your while to look at it this year.

- o FSAFEDS for 2020 Administered by Wage-Works
- o Paperless reimbursement
 - Must be selected when enrolling/opting into FSA

The maximum contribution is limited to \$2,700 Maximum and a \$500 Carryover into the following year.

Contributions put more money in your pocket!

(Continued on page 10)

WHAT'S AVAILABLE TO ALL CARRIERS (including RCAs)

Supplemental Insurance: Available as benefit of NRLCA membership, only available to members.

Administered by Greater Insurance Services. Insurance Options Include:

- o Dental & Vision- If your 65-70 ask yourself, what your dental needs are? Do/will I need dentures, cosmetic dentistry, etc.
- o Life
- o Disability

Discount Dental & Vision Plan Administered by Careington International

(Not Insurance) This is not an insurance plan. It is a discount plan that provides you with discounted prices on a wide range of health care services and products. You will pay for services at the discounted price when the services are received.

- o Cheaper Monthly or Annual Fee (approx. \$100-\$150 annually)
- o Discounts based on fee schedule; i.e. you know what each service costs
- o Discount on orthodontia, cosmetic dentistry and dentures

This is just a summary of the benefits afforded to you and your family. Please see all plan sites or call the respected plan holder for complete description of all benefits. For full details read the Official Plan Brochure(s)

IMPORTANT NUMBERS AND WEB SITES

Important numbers and web sites to visit for making and comparing changes a bit easier prior to Open Season.

- Federal Employee Health Benefits Plan PostalEASE or call 877-477-3273 (option1)
- RCBP- www.RCBPhealth.com or by calling Customer Service 800-638-8432 (Monday through Thursday, 8 a.m. to 5:30 p.m. EST and Friday 8:30

a.m. to 5:30 p.m.

- FEHB- www.opm.gov/insure To use the plan comparison tool feature, go to: www.opm.gov/FEHBcompare
- [USPS Health Benefits Plan](http://www.usps.gov/benefits) (RCAs) Postal EASE or USPS LiteBlue, www.liteblue.usps.gov/humanresources/benefits/insurance/benefits-noncareer

For Dental and Vision compare plans at: www.opm.gov/healthcare-insurance/dental-vision/plan-information

Active rural letter carriers can make changes through LiteBlue, PostalEASE or by calling HR Shared Services Center at 1- 877-477-3273; select Option 5 when prompted. All eligibility and enrollment questions are handled by USPS through HRSSC.

Retired carriers and annuitants can make changes through the Office of Personnel Management (OPM) at 1- 888-767-6738, or by mail to US Office of Personnel Management, Retirement Operations Center, P O Box 45, Boyers PA 16017-0045

CVS Caremark customer service 1-800-292-4182 www.caremark.com

NRLCA Insurance Department 703-684-5552

FEDVIP coverage information or to make changes: www.benefeds.com

Visit www.FSAFEDS.com or by calling 1-877-372-3337, TTY 866-353-8058

Other Sites:

www.selectquote.com

Flexible Spending Account (FSA): www.fsafeds.com

LiteBlue: www.liteblue.usps.gov/benefits

Go to HR then to Health Benefits to get 24/7 access to the Handbook EL-520, Guide to USPS Health Benefits Plan, and more plan information. As well as accessing **PostalEASE** call at 1-877-477-3273 then option 5.

Do Not Rely on this article alone. Compare plans. This is just a glimpse, please see plans for detailed information.

If you do plan to make coverage changes, check that your current Physicians participate with your new plan.

Stay Healthy, Stay Safe

Sources for this article: Rural Carrier Benefit Plan, liteblue, HR, How RCBP works with Medicare, United Healthcare, Aetna Member Website.

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.

2020 Member of the Year



Carl Kelly



The North Carolina Rural Letter Carriers Association is proud to announce this year's Outstanding Member of the Year is Carl Kelly!

Carl works out of the Dunn, post office in Harnett County. Carl has worked for the post office since 1981. He has been a member and active participant of the union for over 30 years

Carl comes from a postal family. His mother was the Postmaster at the Coats Post Office. His sister is a retired North Carolina rural carrier with almost 33 years of service.

Carl has always looked up to his mentors from Harnett County's District 32, Charles Currin and W.T. Simmons along with many others in the association.

Carl was honored to share in the presentation of the Longevity Award to Mr. Currin for being a union member for over 50 years.

Carl served as our State Chaplin in 1998-1999.

Carl was elected to the State Board in 2008 as an Executive Committeeman and was elected as our Vice President in 2011 and 2012.

Carl continues to attend our meetings and conventions along with his wife Sue. He is a positive role model for our members and craft.

He now serves as a mentor himself.

Additionally, Carl sings in the choir at Northwood Temple Church in Fayetteville. He also volunteers to drive the church van on rotating Sunday mornings.

When he lived in Fayetteville, he dutifully stopped by his grandmother's home to check on her and his parents on his way to and from work.

In later years, he would mow the grass and help with the cows. Later on, when mobility issues kept his mother indoors he kept her entertained by bringing newborn goats into the house so she could see them. His picky grandmother was not as amused.

Carl now lives in his grandmother's home in Linden, a small community in northern Cumberland County.



Member of the Year Carl Kelly with his wife Sue.

Always someone with an odd sense of humor, he calls it unique, Carl keeps the community and his friends from neighboring Bunnlevel, where he was raised, enthralled during the summer months with his weekly "Summer at Lake Teresa" stories and jukebox music from the 70s on Facebook.

Anyone that knows Carl is familiar with his quirky sense of humor. It truly is one of the things that makes him unique.

It is unfortunate that we can not do this is person this year, as I'm sure Carl will be deeply touched by this award.

North Carolina is proud to present Carl Kelly with this year's Outstanding Member of the Year Award.

Congratulations Carl Kelly!

North Carolina Resolutions

Secretary/Treasurer

Vicki Gray



All states were to submit resolutions to the National Office by July 1, 2020 for possible consideration in the upcoming contract negotiations.

I received four resolutions from North Carolina members which I submitted to the National Office on behalf of North Carolina.

Below is the language submitted.

1. WHEREAS:

Holiday premium pay is offered to the clerk craft as well as to the city carrier craft as part of their respective contracts.

AND WHEREAS:

Many RCA's and ARC's are required to work on National holidays.

BE IT RESOLVED:

RCAs and ARCs be paid an additional holiday premium pay when required to work on any and all National holidays.

INTENT OF/REASON FOR CHANGE:

To bring the rural relief carriers in line with the other crafts when working on any National holiday.

2. BE IT RESOLVED:

That any rural carrier serving in a higher level assignment more than 120 days in a calendar year will have their route posted for all regular carriers in that office to bid on.

The carrier in the higher level assignment will be awarded the residual vacancy.

3. BE IT RESOLVED:

That all cluster box units be required to be under shelter.

4. BE IT RESOLVED:

RCAs with 3 or more years of service be allowed to participate in the Thrift Savings Plan.

Rural Carrier Remembrance Day September 15th

A binding resolution passed at the 2015 National Convention in Reno, NV established "Rural Carrier Remembrance Day" to honor rural carriers who have lost their lives while performing their duties as employees of the United States Postal Service.

The NRLCA National Board has established that September 15th will hereby be recognized as "Rural Carrier Remembrance Day."

A plaque will be prominently displayed at the NRLCA National Office with the names of those carriers who have tragically lost their lives providing service to our communities and our nation. Additional names will be added as necessary.

We want to make sure we never forget these rural carriers and their sacrifices.

Postal Service Emergency Assistance Act Introduced



**Legislative
Representative**
Van Heath

On July 2nd, Senators Susan Collins (R-ME) and Diane Feinstein (D-CA) introduced the Postal Service Emergency Assistance Act to provide the USPS with \$25 billion to cover revenue losses and operational expenses resulting from Covid-19. Prior to using the funds, the Postal Service would need to certify in its quarterly and annual reports to the Postal Regulatory Commission that the funds are needed to cover COVID-19 related losses or operational expenses. Senators Collins and Feinstein's bill would also clarify the borrowing authority provided in the CARES Act and require the Board of Governors to transmit to Congress a plan to ensure the long-term solvency of USPS.

The NRLCA joined the American Postal Workers Union (APWU), Coalition for a 21st Century Postal Service, National Active and Retired Federal Employees (NARFE), National Association of Postal Supervisors (NAPS), National Postal Mail Handlers Union (NPMHU), the Package Coalition, the PRINTING United Alliance, and United Postmasters and Managers of America in support of the legislation.

The original co-sponsors for this bill are: Senators Steve Daines (R-MT), Doug Jones (D-AL) and Jon Tester (D-MT).

As of early August, there are 15 cosponsors. Neither of our Senators have signed on.

As you can see by the Senators introducing this bill as well as the current co-sponsors, this is a bipartisan action. Of the fifteen cosponsors, 7 are Democrats, 7 are Republican and one is an Independent. This bill has been assigned **S.4174**. On July 2nd, the bill was read twice and referred to the Committee for Homeland Security and Governmental Affairs.

No further action has taken place. This is an opportunity for Postal Service Employees to make a difference.

Call, write or email our Senators.

Please, just do it.

Earlier we were following the HEROES Act (HR 6800). After passing in the House it moved over to the Senate where its chances of passing are quite slim.

The Senate Majority Party quickly put forth the HEALS Act.

HEALS stands for Health, Economic Assistance, Liability Protection and Schools. The legislation is introduced in various components, introduced by various senators including Marco Rubio and Mitt Romney.

McConnell said: "Just like in March with the CARES Act, Senate Republicans have authored another bold framework to help our nation. So now we need our Democratic colleagues to reprise their part as well. The Senate leader called on Democrats to "put aside partisan stonewalling...and rediscover the sense of urgency that got the CARES Act across the finish line."

Senate Majority Leader Mitch McConnell has said that the Senate will not work beyond August 7.

Stay tuned.

At this point it is anyone's guess as to how this will work out. Sooner or later Congress will adjourn so that everyone can return home to campaign for the November election.

Help save **YOUR** job and the jobs of over 600,000 of our Postal brothers and sisters. Contact your Senator.

Richard Burr

Washington, DC office at (202) 224-3154

Winston-Salem office at (800) 685-8916

<https://www.burr.senate.gov/contact/email>

Thom Tillis

Washington, DC office at (202) 224-6342

Charlotte, office at (704) 509-9087

<https://www.tillis.senate.gov/email-me>



PAC CHAIR
Robert Gurganus

Donations are Down

Hello everyone- it's your old pal Porkchop here. Things just keep getting stranger and stranger, don't they? I genuinely missed being able to join with all of you at this year's conventions...there's a lot to be said for being able to meet with your fellow carriers and find out what's happening in other offices across the state and country.

Also, I feel like rural carriers are a great bunch of people ~ when we all get together there is definitely more of a family feeling than a workplace one.

Another drawback from the cancellation of the conventions has been the inability to fundraise for PAC at the time when we need it most. It's become clear that the USPS is under attack from the top. The delaying of mail is the ultimate example of being "pennywise and pound-foolish".

When we show up for work, day in and day out, we're not just showing up for a paycheck- we're coming to work for our fellow citizens.

In surveys ranking the most trusted government agencies, the USPS is consistently ranked highest. Fellow carriers, we've earned that. We can't let that be eroded.

That's where your PAC contributions come in. Now is the time to donate. Also, please think about become a sustaining donor. We need to make sure that our voice is heard. Along with contacting our Senators and House members, our PAC contributions make sure that we are part of the conversation about the future of the USPS.

Every dollar counts! When you consider that the person with the least seniority in your office has more postal experience than our new PMG it's proof the PAC contributions work (they certainly worked for him!) Keep working hard my friends. Please use the form below to sign up as a sustaining donor.

God bless us all and God bless our union!

Please Donate Today!

To make a one time donation make your check out to NRLCA-PAC and mail to:

NCRCLA-PAC Chair

Robert Gurganus

376 Red Fox St

Shallotte, NC 28470-1813

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

Scott Deal
Tracy Greer*

Ruby Level \$500-\$999

Celeste Britt*
Heather Cook
Brenda Gibbs*
Linda Gilroy*
Van Heath*
Russell Jordon
Martha Sue Ligon*
Mark McKendree*
Jay Schreiber*
Johnathan Wolbert*

Contributor Level \$10-\$499

Elaine Althoff*
Bonnie Arsenault*
Robert Barron*
Cynthia Beheler*
Debra Bennett*
Samantha Boggs*
Stacy Bright*
Inez Buchanan*
Doug Byrum
Michael Caudill*
Joanne Church*
Sally Corriher*
Samanta Cullifer*
Jennifer Davis
Chris Derrick*
Phillip Fulwood
Vicki Gray*
Robert Greenwood

Robert Gurganus
Brian Hamlett*
Derek Harpe*
Kathleen Heller*
Catherine Hogan*
Jerry Huffines*
Eric Hunter*
Robert Inman*
Eileen Jenson
Bonnie Johnson*
Renee Johnson*
Mary Josewitz*
Carl Kelly
Kelly Kenny Futch*
Janet Kight*
Georgia Kline
Cynthia Klamer*
Christine Laney*
Karen Lawrence*
Melissa Liverman*
Crystal McIntyre*
Sabra Morris*
James Morrison*
Gail Naillon
Reginald Neal
Donna Parker*
Kim Ranker*
David Rasnick*
Cecil Reaves*
Stephen Rogers
Dale Sain
James Simmons
Bethany Small*
Audrey Solomon*
Joshua Stow*
Lisa Talini-Zamora*
Doretha Wagoner*
Sara Waisner*
Joyce Ward
Betty Westbrook*
Kara Winebarger*

Supporter Level \$1-\$100

Christina Abel
Judy Adams
Terry Bell
Myles Bennett
Terry Bennett
Erik Bodkins
Daryl Brothers
Jody Bruton
Salena Burr
Marlene Cantler*
Jonathan Chandler
Susan Davenport
Lindsey Duncan*
Jeffery Essick
Jesse Farmer
James Foster
Zachary Fulmer
Kay Fulwood
Paulette Heard
Pricilla Hedgepeth*
Janet Leohr
Traci Lewis*
Edward McNeil
Susan McLaughlin*
Barbara Mesimer
Norbert Mildner*
Deborah Neal
G. Mike O'Neil*
Valerie Perkins
Julie Pittman
Andrew Prichard*
Lue Ellen Revis
Joshua Rigeftsky
Clarence Rogers
Kenneth Sheats
Mike Shue
Cynthia Simmons
Phillip Simmons
Michelle Vance*
Andrea Wickinson
Susan Wilkinson
Art Young



Provident Guild Representative

Dale Sain

Happy fall to all my North Carolina rural carrier friends.

I hope you will consider becoming a Provident Guild member if you are not one already. If you need more information about the Provident Guild you can mail this form to me and I will send you some great fact sheets.

If you are ready to join just fill out the form on the next page and mail to me..

When you need to file a claim please contact the National Provident Guild Secretary/Treasurer Diane Cox.

Address: Provident Guild Sec/Treas. Diane Cox
4780 Stony Creek Road
Urbana, OH. 43078-9454

Phone: 419-501-2213

I hope to see you all soon!

“Fraternalism at Its Best”

“Are you preparing your family in the event of your death?”



The Provident Guild is a nonprofit, Fraternal Organization created and operated by Rural Carriers, for our membership, to give your survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up your estate at death.

If you are age 56 or under, clip & mail this coupon to me for further details on how you can help your survivors.

Please send me the facts on the benefits available to us for our age and class.

Name _____

Address _____

City _____

State _____ Zip code + 4 _____

My Date of Birth _____

Spouse Date of Birth _____

Mail to: **DALE SAIN**
6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425

Cost-of-Living Raise Effective August 29, 2020

Pursuant to the release of the July 2020 Consumer Price Index - Urban Wage and Clerical Workers (CPI-W), and in accordance with Article 9.1.E, the fifth COLA adjustment of the 2018-2021 National Agreement will result in a \$187 increase for eligible rural carriers. This COLA adjustment will be effective August 29, 2020, (PP 19-2020). All COLA adjustments are based on a 40-hour evaluation with proportional application to those route evaluations over 40 hours. The increase should appear in paychecks dated September 18, 2020.

In accordance with Article 9.1.E.3, full COLA adjustments will apply to Table One and new Step 15 of Table Two. COLA adjustments to Steps 1 through 14 of Table Two will be adjusted proportionally to each step's percentage of Step 15. This will serve to bring Table Two schedule (Step 15) employees to the same pay level as Table One (Step 12) employees, thereby eliminating the pay differential between Table Two and Table One employees at the top step and for the rest of their careers.

NOTE: All leave replacement employees will now receive an additional 1% salary adjustment annually in lieu of COLA adjustments. Those leave replacement employees on the rolls prior to August 11, 2012, will now receive the additional 1% salary adjustment annually, rather than waiting for a COLA roll-in at the end of the agreement.

Updated pay schedules will be posted at www.nrlca.org when available and will also be included in a future edition of the *National Rural Letter Carrier Magazine*.

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

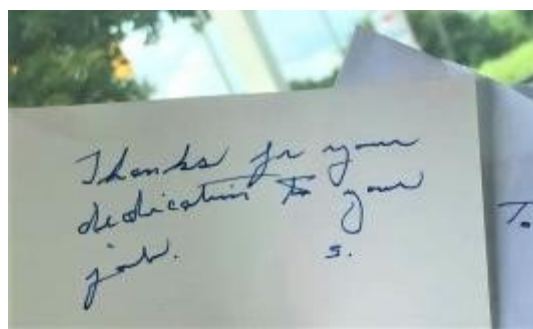
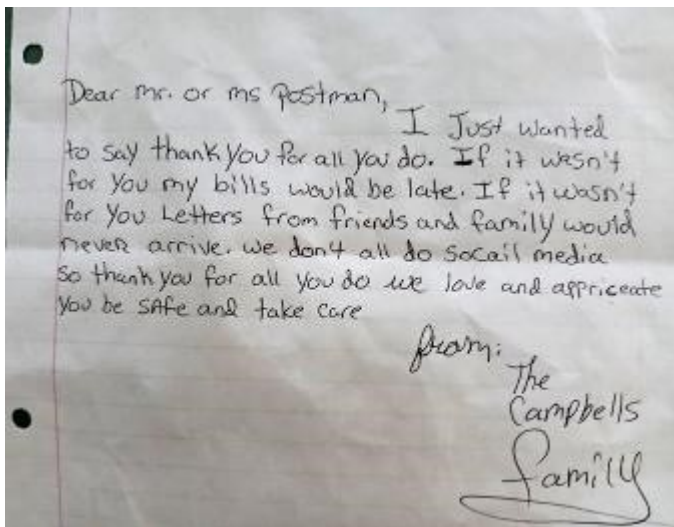
7. "I agree to the method for distribution of benefits as shall be Provided by the Organic Law as of the date of my death."

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

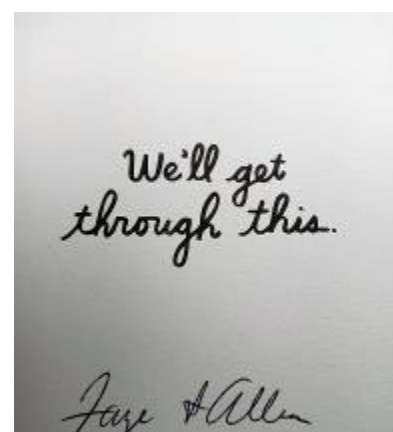
Revised 2008

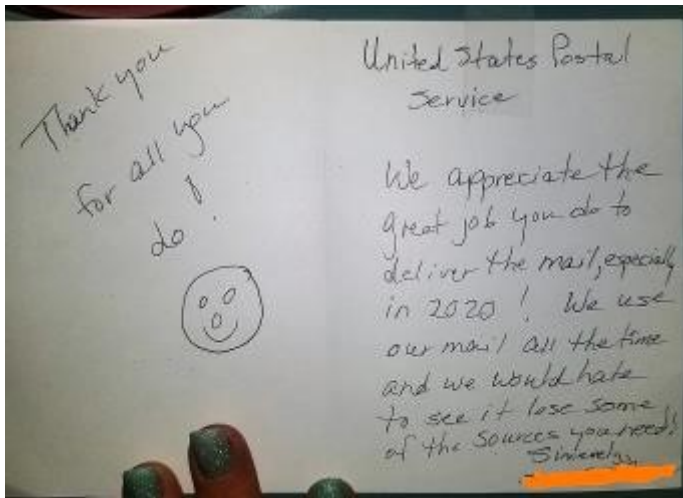


WE LOVE OUR CUSTOMERS

From pictures drawn by little children that cannot even write yet, to thank you notes and small gifts our customers continue to support and appreciate us.

All photos are from North Carolina rural carriers taken during the past month.







Auto-Home Insurance

Tracy Greer

Endless Possibilities

First and foremost, I hope that all of you are healthy and safe. I really miss each of you and I hate we have not had any conventions or meetings to catch up. Hopefully, we will get back to normal soon and make that happen. While the title of my article may sound like a novel, I can assure you it isn't and if it were, I can also assure you that a novel written by me would not be a good thing. We're going to leave that to the professionals!!

Back to the title of my article!! There are endless possibilities to saving money. Cheaper meals, eating at home, driving less, driving the speed limit, keeping the house warmer in the summertime (not happening)

and as rural mail carriers we want to be comfortable after a hot day at work. But one easy way to do it is bundling home and auto through the NRLCA Insurance Marketplace! They truly understand our Insurance needs and give great rates.

Furthermore, you get \$10.00 bucks for calling

them! It takes about 10 minutes to receive your quote. That is \$1.00 per minute of time and as a mail carrier I sure don't make that much working. This ends up as a win/win!! You get paid to receive a quote and you save money on auto and home insurance!! Don't Delay Call 1-888-325-7727 to get your quote and start saving today. Mention code RRP to receive your \$10.00 gift card.

Thank you for all you do!!

Did you know a 10 minute phone call can save you money and earn you a \$10.00 visa gift card? Call 1-888-325-7727 Use CODE RRP

Send In Those Milestone Moments

I don't know about you, but I miss our conventions. There's nothing else quite like a gathering of like-minded individuals seeking knowledge and exchanging ideas, and our officers and representatives sharing valuable information. I always find out something new and motivating.

But the thing I miss most is catching up with all of you. Our body has always been an extended family, and yes, that means we sometimes disagree and have differing opinions, but that, too, strengthens our organization.

As COVID-19 continues to halt activities, our service endures. It is such a strange combination of working longer and harder, while not having the breaks for vacations and conventions. Rural Carriers keep making rounds, regardless of threat levels, and while we retain our schedules, we also achieve milestones.

RCAs have made regular.

Full-time Carriers have retired.

Carriers have received safe driver awards, or have qualified to receive them.

My office recently had two carriers to retire. We

Webmaster

Renee Johnson



celebrated, albeit a bit subdued. The pair of retirees wore masks. Instead of a covered dish, we ordered out, and the caterer individually wrapped each meal.

Near that time, a carrier from another office received the Million Mile Safety Award. That's certainly no small achievement either.

Luckily, I had pictures from these events to post to the website. But it made me wonder how many others have had similar life-changing or enhancing events which slipped by us without proper recognition.

Let's not let these moments go unrecognized. Please send pictures of career milestones with names of the people in them and the office in which they work to me at NCRLCAwebmaster@gmail.com. I will post them to the website so that everyone can cheer for the carriers until we can meet again in person and celebrate together.

To see who retired, and who received the Million Mile Award, visit <https://www.ncrlca.org/2020/07/21/nc-rural-carrier-milestones/>

much for free time for work was what he loved, and work was what he did up until the last nine days of his life. He was asked once why he didn't want to play golf or fish, and his answer was, "I like to lay brick." He was a devoted husband and told his wife every day, "I love you. You're my favorite everything."

He was preceded in death by his parents, Grover Sr. and Lola Macon Burgess, brothers, Franklin Burgess, Boyd Burgess, Grover C. Burgess Jr., and sister, Blanche Sigmon Mitchum.

He will be greatly missed by his wife, Jo Burgess, his sisters, Clarice Chriscoe and husband Harvey, Faye Cox and husband Loyd and many nieces and nephews

John Edward Kleinert, of Goldsboro, NC, went to be with his Lord and Savior on Monday, March 30, 2020 while surrounded by his wife and their 4 children, along with other loved ones.

He was born to the late Arthur Leon and Nellie Gay Malpass Kleinert on July 15, 1930 in Goldsboro. In his growing up years, John worked many years in his father's grocery store, Kleinerts' Grocery in Goldsboro. Prior to that, he sold vegetables on a push cart in town with his grandfather. At age 12, he delivered medicines on bicycle, for Robinson's Drug store also in Goldsboro. He learned at a very early age, he needed to work to eat.

John graduated from Goldsboro High School in 1948. Upon graduation, he served in the US Navy and U.S. Army National Guard. After an honorable discharge, he sold insurance for Hunter Brothers Insurance Company until he found his dream job with the US Post Office. John was a rural mail carrier for over 30 years. He loved the freedom of the job, being his own boss and serving the people on his route.

He was a member of First Christian Church (Disciples of Christ) for about 60 years. There he served as a Deacon, and a leader of the Christian Men's Fellowship.

In 1956, John married Eloise Vernon of Clinton, NC and on April 8, they would have celebrated 64 years as husband and wife. God blessed them with 4 children.

John leaves behind his wife (Eloise) of almost 64 years, their daughter Gloria and son-in-law Keith, sons John and daughter-n-law Jeri, Michael and daughter-in-law Tammy, and Tom and daughter-in-law Christina. Also eight grandchildren, and four great grandchildren.

He will be missed but we will meet again. We love you.

James "Tony" Lewis, 70, of Tarboro passed away on Tuesday, June 23, 2020.

Tony honorably served in the United States Marine Corps. He retired from the U.S. Postal Service and was a charter member of Lewis Community Volunteer Fire Dept. He was a dedicated member of Penders Chapel Missionary Baptist Church. Tony was a quiet family man whose whole world revolved around his family. He will be dearly missed by all who knew and loved him.

He was born in Edgecombe County on July 27, 1949 to the late Robert Lee Lewis and Bettie May Lewis. In addition to his parents, he was preceded in death by siblings, Linwood Lewis, Barbara Wells, Robert "Shorty" Lewis and William "Bill" Lewis.

He is survived by his loving family which includes his wife of 51 years, Janet Lewis; sons, James "Jimmy" Lewis, Jr. (Tarasa), Troy Lewis (Beth); six grandchildren; one great-grandchild, brother, Jimmy "Buddy" Lewis; sister, Peggy Gay; sisters-in-law, Judy Lewis-Silveri, Charlie Lewis; a host of loving nieces and nephews; and his dog Bo.

Wanda "Ann" Williams Snow, age 75 of Fayetteville, passed away peacefully on Saturday, July 4th, 2020. She was born on December 22, 1944.

Ann was a rural carrier at the Tokay Post Office in Fayetteville. She retired in October 2007.

She is survived by her daughter, Paula S. Johnson and husband Ronnie, three sisters, Toni Wilson, Jane Fisher and Jackie Palencia; four grandchildren; and two great grandchildren.

She is preceded by her parents, Woodrow and Dorothy Williams; and sister, Gail Myers.

William Anderson "Billy" White, 94, of Hertford, NC, passed away Wednesday, August 5, 2020.

Mr. White was born in Perquimans County on May 9, 1926, and was the son of the late Robert Anderson, Sr. and Martha Anne Barber White.

A retired rural letter carrier with the U.S. Postal Service in Hertford, he had also been a local business owner having owned and operated several businesses in the area over the years. Always civic minded, he served his local community in various capacities including as a former member of the Hertford Town Council and as a lifelong volunteer fireman with the Hertford Fire Department. A member of Hertford United Methodist Church, he also

(Continued on page 22)



The Right to Vote

The new **19th Amendment: Women Vote**, forever stamp from the United States Postal Service went on sale Aug. 22, 2020. This stamp commemorates the centennial celebration of the ratification of the 19th Amendment to the United States Constitution, guaranteeing women the right to vote. More than 70 years in the making, the 19th Amendment was added on Aug. 26, 1920.

The suffrage amendment was first introduced in Congress in 1878, but it wasn't until 1919 that it finally passed the House and Senate. From there, three-quarters of the then 48 states needed to ratify the amendment before it could be adopted. This took almost a year and was a close contest. Thirty five states had passed it and seven states had already voted it down when it came before Tennessee. Tennessee passed it with a vote of 49-48. It became the 36th state to ratify the amendment, meeting the 75% needed for adoption. On August 26, 1920 the 19th Amendment was added to the U.S. Constitution.

That year, on November 2 more than 8 million women across the U.S. voted in the elections for the first time.

Despite the passage of the amendment and the decades-long contributions of Black women many of them were still prevented from voting. It would take another 40+ years for all women to achieve voting equality.

The African-American male was granted the right to vote in 1870 (150 year Anniversary this year) with the adoption of the 15th Amendment shortly after the end of the civil war.

Regardless of these amendments discriminatory practices were used to prevent blacks, both men and women, from exercising their right to vote for decades. Voter suppression was accomplished through literacy tests, poll taxes, state and local laws and other restrictions. The black men and women that did have the courage to attempt to vote would face intimidation and even physical violence at the polls.

It would take the Voting Rights Act of 1965 to really give the African American the freedom vote. This Act granted federal oversight, outlawed literacy tests, and gave voters the legal means to challenge voting restrictions.

Even today many states have passed new restrictions on voting, including limiting early voting and requiring voters to show photo ID. Supporters argue such measures are designed to prevent voter fraud, while critics say they, like poll taxes and literacy tests before them, disproportionately affect the poor, elderly, Black and Latino voters.

The **5 cent Resister & Vote** stamp was issued on August 1, 1964. It was a reminder to Americans that "*voting is both a privilege and a responsibility*". Therefore, consider yourself reminded. Voting is a privilege hard fought for by many. Don't just discard it by not using it.



(Continued from page 21) **Obituaries**

enjoyed membership in the Hertford Rotary Club, Jaycees, Elizabeth City Chapter #44 of The Order of the Eastern Star, the William Paul Stallings Post 126 of the American Legion, the Perquimans Masonic Lodge #106 A.F. & A.M. where he had served as past master, was a full member of the Rite as a 32nd Degree Scottish Rite of Freemasonry, and was a founding member of the Hertford Fife and Drum Corps. He was especially proud of having attained the rank of Eagle Scout with the Boys Scouts of America. An Army veteran, his primary duty was having served as a Military Policeman.

In addition to his parents, he was preceded in death by sisters, Martha Bernice Glover and Helen Mae Murray; and by a brother, Robert Anderson White, Jr.

Surviving are his longtime companion, Retta H. Brock; his daughter, Alice Copeland and husband, Kelly; his son, William Anderson "Andy" White, II; four granddaughters, two great-grandsons, and one great-granddaughter and numerous nieces and nephews whom he thought of as being his own children.

RURAL CARRIER MILESTONES

Million Mile Award

Acting supervisor Kerry Lambert presented Mitch Reece with his Million Mile Award at the Winston-Salem Post Office in July.

Mitch has worked for the Post office since July 2, 1988 when he was hired as a substitute rural carrier .

He became a regular carrier in April 1995.

Mitch has served our association at the state level as our Auto-Homeowners Insurance Representative, the NCRC Editor, Executive Committeeman, Vice President and President. He has also served as a local steward and has been a RCA Academy Instructor for more than five years.

He has been fortunate enough to be able to deliver mail to his home address for the last 14 years.

Mitch has also served as a delegate to the National Convention since 2003.



Mitch Reece receives his Million Mile Award in Winston-Salem in July 2020.

Congratulations!



Postmaster Kim Foster (center) with retiring rural carriers Patricia Elledge (left) and Tom Pierce (right) at the North Wilkesboro post office.

Rural Carriers Retire

The North Wilkesboro post office had two rural carriers retire at the end of June.

Patricia Elledge and Thomas Pierce were both recognized for the service to the USPS by their Postmaster Kim Foster.

Patricia has been working for the post office since June 1990.

Tom has been working for the post office since March of 1997.

We wish them both well in their retirement!

Steward Annual Reports

Mid Carolinas District

Bethany K. Small

District Representative

This end-of-year report covers my Union activity from June 22, 2019 through June 19, 2020.

I served as an Assistant District Representative until January 3, 2020 and began serving as the Mid-Carolinas District Representative on January 4, 2020.

I attended the NC RLCA State Convention in Raleigh, NC in June of 2019 and the NRLCA National Convention in Grapevine, TX in August of 2019. I also attended the Fall Regional Seminar in Safety Harbor, FL in October 2019 and the NC RLCA Fall Booster in Kitty Hawk, NC in November 2019. In January of 2020 I travelled to Alexandria, VA for New District Representative training and then to Atlanta for District Representative training and the South Atlantic Conference. I attended RRECS training and the SC RLCA fall rally in Columbia, SC and a State Convention planning meeting with the NCRLCA state board in Cherokee, NC in March of 2020. During this time, I also attended 2 new-hire orientation classes, 4 Steward training sessions, 1 Arbitration and 4 Labor Management meetings with Mid-Carolinas District Manager Leslie Johnson-Fricke, in addition to 5 USPS/NRLCA Safety Initiative meetings in Charlotte, NC.

I drove 15,958 miles in this period (9,692 in 2019 and 6,266 thus far in 2020), with 6,713 miles in my POV and 9,245 in a rental vehicle. I rented vehicles for 47 days and stayed overnight on 32 occasions.

During the last 12 months, I have attended 39 Investigative Interviews and processed 160 grievances. Of the 160 grievances, 54 were adjudicated at Step 1, 85 were adjudicated at Step 2, 21 were appealed to Step 3, of which 8 were moved to Area Arbitration. Of the 160 grievances, 42 were Disciplinary in nature, 109 were Contractual and there were 9 Class Actions. Of the 42 Disciplinary grievances, there were 14 Emergency Placements, 4 Letters of Warning, 6 7-Day Suspensions, 1 14-Day Suspension and 17 Notices of Removal.

On a personal note, I would like to thank the North Carolina RLCA State Board for their confidence and continued support. I would also like to thank Executive Committeeman Dennis Conley and the NRLCA National Board for their faith in me as a Steward.

Moving into the District Representative position has been a challenge in many aspects, but those around me within this organization have been exceptionally supportive and have helped me, and continue to help me through this transition. My deepest gratitude to Regional Representative Bridget Boseak; ADRs Eddie Moss, Kelly Futch, Brenda Prevatte, Ralph Fernandez, Jeanette Dwyer; Area Stewards Chris Derrick, Cliff Workman and all of the Local Stewards in this district. I can only hope to be able to support the Stewards of the Mid-Carolinas district the way that they have supported me in the last 6 months.

Lastly, the last 12 months has also presented personal hurdles. I am beyond grateful to each and every person that has asked about my father, sent prayers, cards, shared tears and hugs or some words of comfort. Our prayers have been answered and my father is in remission and feeling stronger than ever. Thank you from my entire family.

Thank you to my amazing partner Matthew for his never-ending patience, love and support.

And lastly, thank you to every Rural Carrier for your herculean efforts during this unimaginably strange and difficult time. It is an honor to work for you and the collective good of this craft.

Sincerely,

Bethany Small

Kelly Kenny Futch

Assistant District Representative

This report covers my union activity from June 22, 2019 through June 19, 2020.

In August 2019 I was a delegate to our National Convention in Grapevine, Texas. I attended the Fall Regional Seminar in Safety Harbor, FL and one Formula Implementation in October. November, I participated in Local Steward, Area and ADR training in Wallace, NC. I also attended the Fall Booster in Kitty Hawk. January 2020, I attended the South Atlantic Conference held in Atlanta. February, I participated in new Local Steward and ADR training in Charlotte.

During this period I have also continued my work with the Mid Carolinas Rural Safety Team, representing the 285 area with my PM Arnold Maloney. March 2020 arrived bringing the COVID-19 concerns and our travel stopped.

(Continued on page 25)

(Continued from page 24) **Mid Carolina Steward Reports**

However our work did not stop. In the past 12 months I attended 34 Pre-Disciplinary Interviews and processed 48 grievances. Of these 48, 34 were contractual, 12 were discipline and 2 were class actions.

41 were settled or sustained at Step 1 and 7 were appealed to Step 2. Of the 12 discipline, 9 were Letters of Warning, 1 seven day suspension and 3 removals.

I drove 6601 miles in my POV and rented a car on 1 occasion. I stayed overnight on 2 occasions.

I would like to thank the NRLCA for allowing me the privilege to represent the Mid Carolinas 285 carriers for another year. My carriers are hard-workers and the last few months have been brutal. They have shown amazing strength and dedication to the rural craft. I struggle on my own route. We continue to report to work and give our best every day. For my carriers that have "renegade managers" that fail to recognize our contract as binding, I encourage you to stand up for your rights and file your grievance when our contract is violated.

Our District Representative Bethany Small's tenacity is the best thing that has happened for Mid Carolinas Rural Carriers. She stands firm in her fight for us and we are extremely lucky to have her. Her time and dedication to the craft is appreciated. Thank you Bethany!!

Sincerely,

Kelly Kenny Futch

Eddie Moss

Assistant District Representative

This end of year report covers my duties for the NRLCA from July 1, 2019 through June 30, 2020. It has been an honor and privilege to serve this organization as the Assistant District Representative for the Mid Carolinas District for this reporting period. I want to personally thank the District Representative Bethany Small, for all of the knowledge and advice she is always so willing to give me. It is her unconditional support that helps me to be able to serve the rural carriers of the Mid-Carolinas District to the best of my ability. I also wish to thank the NRLCA National Board and their staff for all the advice and assistance they so willingly provide when called upon.

The duties and responsibilities of the Assistant District Representative are clearly defined by the NRLCA Constitution and are very much the same as last year. I attended the South Carolina State Convention and the National Convention this reporting period. I also attended SAC and numerous District Meetings. I received training at the Regional Seminar held in Tampa,

Florida. I also attended numerous Steward Trainings this reporting period. The vast majority of my caseload is spent on the adjudication of Grievances, Pre-Disciplinary Interviews, and Step 2 Appeals. This reporting period, I traveled 14,576 miles in rental cars and 8,959 miles in my POV. I was present for 161 P.D.I.'s and processed 158 grievances the reporting period.

I thank the NRLCA National Board for the confidence they have shown in me and look forward to the opportunity to work with and serve rural carriers in the Mid-Carolinas Districts under the leadership of the District Representative Bethany Small.

Respectfully Submitted,

Eddie Moss

Brenda Prevatte

Assistant District Representative

Here is my end of the year report that covers my activity from June 22, 2019 – June 19, 2020.

I attended the North Carolina State Convention in Raleigh June 23- 26, 2019. I attended the National Convention in Grapevine Texas, in August, I attended the Fall Booster in Kitty Hawk, in November, attended SAC in Atlanta, Ga in January.

I have drove 5,813 miles for Pre-Disciplinary Interviews and Grievances in the past year. I have attended 112 Pre-Disciplinary Interviews and I have processed 59 Grievances. Out of those 40 were contractual, 18 were Disciplinary and 1 was a Class Action. I also have attended 1 arbitration meeting, 2 days of area steward training, 1 labor management meeting, 1 week of Assistant District Representative Training in Alexandria, VA.

I would like to thank the North Carolina State Board for their support and District Representative Bethany Small for her enduring patience and guidance that she has with all of us in this new transition we all have taken on. I would like to thank Dennis Conley who had faith in me long time ago that I could be a steward and the National Board for their faith and support. I would like to thank my District #8 Southeastern for their continue support in me. I would like to say a special Thank You to the Area and Local Stewards you are the backbone to our Steward system. I would like to thank all the Rural Carriers that have allowed me into their life and try to help work out their issues and put their trust in me to fight for them. I would like to thank my husband David for being there by my side and giving me the support, I need.

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Nobody can understand what it means to be a rural carrier, but a rural carrier, we are family, don't mess with us, we may fight each other but together we are united. I have been down, and as soon as the word got out the phone calls came in, you don't get that no where else.

It has been an honor in serving the Rural Craft and I hope I can continue to do so.

Respectfully,

Brenda Prevatte

Ralph Fernandez

Assistant District Representative

This end of year report covers my activity from 22 June 2019 to 19 June 2020

My name is Ralph Fernandez. I have been an Area Steward for Mid-Carolinas district since 2016 I was contacted on 4 Dec 2019 by Executive Committeeman Dennis Conley and offered the position of Part-time Assistant District Representative. I accepted the offer and was sent more information via the mail.

I would like to thank District Representative Bethany Small for her faith in me as a steward, I know she had some say in me being given this opportunity to continue to grow in our craft as rural carriers and stewards. I would like to also thank past District Representative Sally Corriher for any advice and direction she had provided as well. And I would also like to thank Tracy Davidson, he was instrumental when I first became a local steward in 2013, he taught me to represent everyone the same way or as I would want myself represented.

I also recruited a few carriers while on my journey as an Area Steward, Kimberly Timmons out of the Spring Lake Post Office, and Kendra Riggins out of the Cameron Post Office. I wanted to say how glad I am that you two showed interest in becoming Stewards and representing the carriers in your office! It is a tough job being in the office some days, but I have faith you guys will do well. Remember its okay to ask questions! I ask them every day myself!

During the past year I have attended 40 PDIs which resulted in 12 disciplinary actions from Management, all of which were settled at step 1 resulting in reductions in time or severity and/or both time and severity. Total Grievances processed was 9 for contractual reasons including 1 class action, all which were settled at step 1 with one currently at step 2. I had one removal before this date that was settled at step 3 in December of 2019 with reduction to a long term suspension.. I

attended a 2-day training session in Wallace, NC on October 22-23, 2019. I attended an arbitration meeting on 31 October 2019 and 1 November 2019. On 13 Jan 2020 I went to the National Office with fellow ADR Brenda Prevatte to attend ADR training. It was led by Susan Knapp who is the Director of Steward Operations, and a couple sessions with David Heather who is the Director of Labor Relations. Then I training went until 17 Jan 2020 where I was certified as a Part-time Assistant District Representative. I did a webinar training session with my fellow ADR graduates on 5 February 2020. 25- 26 February 2020 I attended an ADR meeting/training in Charlotte, NC. 13 March 2020 I attended a COVID-19 stand up and answered questions from carriers in the meeting and after.

I drove 2612 miles during this period. The COVID-19 has caused many new issues to deal with but, together we can overcome!

Jeanette Dwyer

Assistant District Representative

This report covers my union activity from January 13, 2020 through June 30, 2020.

I attended Steward Training in Alexandria, VA January 14th through January 16th. I attended the South Atlantic Conference in Atlanta, Georgia in January 2020. I have attended 4 stand up talks on the Virus impact and excessive parcels due to the Pandemic. Due to the Corona Virus I have not been able to attend any district meetings. I drove 3,156 miles in my POV.

During this period I attended 39 Pre-Disciplinary Interviews and processed 44 grievances. Out of the 44 grievances, 35 were Contractual and 9 were Disciplinary. There were 22 settled or sustained at Step 1, 2 were withdrawn, 1 appealed to Step 3 and awaiting decisions on 19. Out of the 9 Disciplinary Grievances, there were 3 Letters of Warning, 3 Notice of Removal, 2 Emergency Placement, and 1 Probationary employee removed in the Probation Period. Of the 19 awaiting decision, the USPS Designee are awaiting clarification of Relief Day Issues and Second/Third trip issues. One regards Article 9.2.C.3.b and is going to be a Class Action as the pandemic has created "certain unusual conditions or special services not reflected in the latest evaluation".

I would like to thank the NCRLCA State Board for their continued support of the Steward System in this State. I would like to express my sincere thank you to District Representative Bethany Small for her commitment to the rural carriers she represents in the Mid Carolina District. She has a great depth of knowledge

(Continued on page 27)

and patience that is very much appreciated by the Stewards in the Mid Carolina District. I would like to thank all the Stewards that I work with and I appreciate the common bond we all share to represent rural carriers. I would like to thank Executive Committeeman Dennis Conley and the National Board for allowing me to once again serve this Union and the incredible men and women who deliver America's mail each and every day. As I have said many times, the fight is not over.

It is an honor and a privilege to serve this great association.

Sincerely,

Jeanette Dwyer

Greensboro District

Jeff Essick

District Representative

This report includes my activities as District Representative from June 22, 2019 through June 19, 2020.

I attended the 2019 NC RLCA State Convention in Raleigh, NC, the Contract Ratification meeting in Greensboro, the National Convention in Grapevine, Texas, the Cap-Metro DR/ADR training in Safety Harbor, Florida and the Fall Booster in Kitty Hawk. In 2020 I attended the South Atlantic Conference and the Regional District Representative Training in Atlanta, Georgia, the RRECS Training in Columbia, South Carolina and the NC Board Meeting in Cherokee.

During the year, I also held 3 Greensboro District Steward Meetings for the DR/ADR and Area Stewards, and several meetings to discuss issues with Greensboro District Management. As District Representative, I also attended the monthly Greensboro District Joint Safety Task Force Meetings in Greensboro and Raleigh until COVID-19 appeared.

I attended 5 Local District Meetings across the Greensboro District. I scheduled and conducted Local Steward Training, along with the ADR's in September. April and May Trainings were scheduled and had to be cancelled.

I traveled 9,536 POV miles and 2,366 Rental Car miles for a total of 11,902 miles on union business and required 23 nights of lodging. I met with management on 24 occasions for Labor-Management Meetings. I was present at 38 PDIs.

A total of 39 grievances were heard at Step 1 and 102 at Step 2 were heard during this period. In addition,

13 grievances were appealed to Step 3, for a total of 137.

Nine Step 2 Appeal grievances are pending and will be heard as soon as they can be scheduled.

I wish to thank GOD first for everything. I must also thank my wife, LeAnne. I am very fortunate to have her continuing support and her willingness to sacrifice our time together to allow me to perform my duties. I would not be able to do this job without her loyalty. She has always been a staunch supporter of this Union through her work and faithful attendance with the North Carolina and National Auxiliary.

I wish to thank all those who have taken on the task of Local Steward, Area Steward and Assistant District Representative. I appreciate their support and hard work which allows me to fulfill my obligation as the District Representative. To those who have placed their confidence in me and given support and guidance this past year, I am humbled by your faith you've placed in me. As always, it has been an honor and a privilege to serve this association and to be a part of such a vital function of the NRLCA.

Respectfully submitted,

Jeff Essick

Assistant District Representative

Danny Caudle

This report includes my Union activities from June 22, 2019 through June 19, 2020.

During this time period, I attended the State Convention from June 23 through June 26, 2019, as well as the State Booster Meeting in Kitty Hawk on November 3rd. I attended the National Convention in Grapevine, Texas in August as a state delegate. Plus, there were some local district meetings which I attended and answered questions of the attendees.

There were meetings held in September for the enhancement training of local stewards in which I was asked to participate. I helped in Hickory and in Greensboro. In October, I attended required ADR training in Tampa, FL.

During the 2019-2020 year, I traveled 8,847 miles and dealt with a total of 141 grievances. In this total, 103 were contractual, 34 were discipline and there were 4 class action. Most of the discipline grievances were for Failure to Follow Instructions and Attendance. The contractual grievances were dealing with compensation issues, disparate treatment, failure to implement, matrix issues and denied leave.

I would like to thank our National Officers who have put faith in me to do this important task. My

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thanks also go to our District Representative, Jeff Essick, who keeps me focused on the issue instead of chasing “rabbits.” For all the ADRs, Area and Local Stewards, I give a much deserved “thank you” for their advice and help with the many grievances we have worked this year. In addition, thanks to all the members across the Greensboro District who have allowed me to serve them.

In conclusion, I want to thank my wife Carolyn, whose computer and language skills have been a great help.

Respectfully submitted,

Daniel Caudle

Assistant District Representative Gail Naillon

This end of year report covers my activities from June 22, 2019 through June 19, 2020 as a full time assistant District Representative.

In June 2019 I attended the NC State Convention in Raleigh as a state delegate. In August I also attended the National Convention in Grapevine, Texas as a National delegate. In October I attended Regional Training in Safety Harbor, Florida. In January I attended the South Atlantic Conference in Atlanta, Georgia. I attended 3 fall district meeting. I participated in 3 steward trainings.

I drove 19,275 miles for union business, trainings and meetings. I had 13 overnight lodgings.

During the last year, I sat in on 310 Pre-Disciplinary Interviews and I processed 187 Grievances. I had 7 class action grievances that I settled at Step 1. I had 115 contractual grievances that were all settled at Step 1. I had 65 disciplinary grievances in which 64 were settled at Step 1 and 1 was appealed to Step 2.

First off, I want to thank the State Board and the National Board for all of their words of encouragement and support during this last year. I want to thank Jeff Essick for his leadership this past year during the trying times and all of the Assistant District Representatives, Area Stewards and local stewards for their assistance. Lastly, I want to thank all the carriers in the Greensboro district who have put their faith and trust in me to fight for them and their rights. It has truly been an honor and privilege to serve the NRLCA!!!

Assistant District Representative Kimberly Atwell

This report includes my activities as Assistant District Representative from June 22, 2019 through June 19, 2020.

My area of responsibility includes the following offices: Bunn, Chocowinity, Elizabeth City, Ahoskie/Colerain/Harrelsville, Camden, Hertford/Tyner/Hobbsville/Belvidere, Roper/Merry Hill, Moyock/Shawboro, South Mills/Sunbury/Corapeake, Windsor, Winton/Eure/Gatesville, Rocky Mount, Aulander, Bath, Battleboro, Belhaven/Pantego, Bethel, Conway, Engelhard/Fairfield/Scranton, Freemont, Garysburg, Halifax, Hollister, Jackson/Margarettesville/Pleasant Hill, Jamesville, Lucama, Macclesfield, Murfreesboro, Pikeville, Pinetops, Rich Square/Woodland/Kelford, Robersonville/Hamilton/Oak City, Scotland Neck/Hobgood, Stantonburg and Tarboro.

During this period, I have attended 3 Steward meeting and 2 Steward Trainings. I have traveled 7,191 miles on Union business. I was present at 47 PDI's. I met on 67 grievances during this period.

I would like to thank The National Board, Jeff Essick, and all other District representatives for always willing to answer any questions I may have.

Respectfully submitted,

Kimberly Atwell

Assistant District Representative Scott Deal

This report includes my activities as an Area Steward and an ADR (part-time) from June 22, 2019 through June 19, 2020. I was appointed as an ADR for the Greensboro District effective January 18, 2020.

During this period, I attended Area Steward training in Mebane, NC (August), Local Steward training in Hickory, NC (September), Area Steward training in Mebane, NC (November), ADR training in Alexandria, VA in January and ADR training via internet in February. I traveled two thousand two hundred fifteen miles on union business requiring four overnight stays. I met with management on two occasions for a Labor/Management meeting. I attended thirty-five PDIs. I met on sixteen grievances during this period, nine contractual in nature and five disciplinary. Eleven grievances were settled at Step 1, two were settled as Step 2 with one still pending decision at the time of this report. Two grievances were withdrawn due to no con-

(Continued on page 29)

tractual violation.

I would like to thank the National Board as well as Jeff Essick, Danny Caudle, Bryan Hudgins, and Gail Naillon for all the support, advise, and encouragement.

I would also like to take a moment of personal privilege and give a special thanks to my wife, Brandi, for all her support, sacrifice, and commitment to me in taking on this new role.

Respectfully submitted,
Scott Deal

Area Steward

Richard Schoonmaker

This report includes my activities as an Area Steward from January 8, 2020 to June 19, 2020. I was appointed as an Area Steward for the Greensboro District effective January 8, 2020.

My area of responsibility includes Benson, Goldsboro Main, Goldsboro Berkley, Coats, Creedmoor, Four Oaks, Knightdale, Middlesex, Princeton, Selma, Smithfield, Wendell, Zebulon, Raleigh Sunnybrook, Hilburn, North Ridge and Westgate.

I attended area steward training in Mebane, NC on February 10, 2020. I have traveled 698 miles before COVID-19 travel freeze. I attended 19 PDIs. I met in person and then by phone/email for 22 grievances during this period, 5 disciplinary and 17 contractual in nature. 2 class action, settled at Step 1, 1 grievance appealed to Step 2 (open), 1 grievance is open, 20 grievances were settled at Step 1.

Respectfully submitted,
Richard Schoonmaker

Area Steward

Kara Winebarger

January 7, 2020 – June 19, 2020

Since January 7, 2020, Kara Winebarger has been an Area Steward for the Greensboro District. The covered offices include Banner Elk, Blowing Rock, Boone, Deep Gap, Fleetwood, Newland, and Sugar Grove. Seven Union days have been utilized with two counting towards LWOP. One training session was attended on February 10th in Mebane. A total of 446 miles were driven for union business.

A total of twenty grievances were filed: five class actions, fourteen contractual, and one safety. There was one Labor/Management meeting. There were two PDIs and one terminate/ rehire. All of the aforementioned grievances were settled at Step One except a Letter of Demand, which was settled at Step Two.

Area Steward

Bryan Hudgins

This report includes my activities as Assistant District Representative from June 22, 2019 through January 3, 2020 and activities as an Area Steward from January 4, 2020 thru June 30, 2020.

During this time frame I traveled 7,774 miles on union business and had 6 overnights. PDIs numbered 37 and grievances totaled 65 with 54 contractual and 11 disciplinary. I attended 4 district meetings, three steward meetings in Mebane, the Fall Booster in Kitty Hawk and the State Convention in Raleigh.

As an Area Steward my area of responsibility includes the following offices:

Enfield, Grimesland, Washington, Whitakers, Williamson, Wilson, Elm City, Nashville/Castalia, Roanoke Rapids, Kitty Hawk/Kill Devil Hills and Man-teo.

Respectfully submitted,
Bryan Hudgins

Know Your Rights

If called to a meeting with management read this card to them.

Clip & Save



Weingarten Rights.

If this discussion in any way can lead to my being disciplined; terminated; or affect my personal working conditions, I respectfully request that my union representative or steward be present at this meeting.

Without representation present, I choose not to participate in this discussion.

This is my right under the 1975 supreme Court decision

North Carolina District Representatives

Mid-Carolinas

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Georgia Kline

To Be Announced

Bryan W. Hudgins

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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

Make Sure You're Ready

The Mid-Carolinas district would like to welcome Georgia Kline of the Fayetteville office to the position of Area Steward which was effective August 1. Ms. Kline's office assignments have not yet been determined but will be shared as soon as possible. I am confident that Ms. Kline will be a huge asset to the Mid-Carolinas district.

The heat of the summer runs into the volatility of the hurricane season here in the Carolinas every year. What does this mean for Rural Carriers? Everyone has heard the unofficial postal motto that "neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds." Sometimes however, there may be circumstances that make the completion of our appointed rounds impossible. The first and most important thing to remember is the safety of you and your family. Secondly, we must make every safe and reasonable effort to report to work and to carry out our duties in as safe a manner as possible. Communicate with management when you do not feel that this is possible.

During this time of year, it is very important to make sure that your contact information is current and up to date with the Post office so that Management can reach you if needed and also so that you receive any pre-recorded messages that the district sends out during severe weather events. During Hurricane Florence the district tasked local offices with accounting for every single employee and if that couldn't be done, Postal Inspectors were dispatched in an attempt to locate those employees. Making sure that your contact

information is current prevents the unnecessary dispatching of others during unsafe times.

This is also the time of year where it is extremely important to make sure that your equipment is safe and free of defects. Make sure that your tires have good tread, your breaks are effective and that your vehicle is otherwise safe and in good working order. Double check that you are carrying all necessary paperwork in your vehicle and that you have an accident kit.

This is also when we need to make sure that we are personally prepared at home. Inventory your canned foods, water supply and batteries. Ensure that you have functioning flash lights and also that your first aid kit is complete. Make sure that you have a battery operated radio, preferably one that also has a hand crank and transmits National Weather Service bulletins.

Unfortunately, the Fall does not always mean cooler weather. Please remember to stay hydrated with non-caffeinated, low or no-sugar fluids. Also make sure that you remain observant of your physical condition, sweating is good as it is your body's way of cooling. If you are working in high temperatures and feel light-headed or nauseous, or if you have stopped perspiring you need to seek a cool location out of the sun to address your deteriorating condition. It is also important to remember that you can become dehydrated in cooler weather as well so always bring adequate water with you on the route.



The Rural Craft has been a life-line for the many customers who aren't able to resume life as usual due to the pandemic. Thank you to each and every one of you for your herculean efforts over the last several months.

Y'all have proven yourselves super heroes!

Steward Appreciation Week October 19-25, 2020

The stewards across North Carolina deserve our gratitude for the commitment they have made to all of us carriers and our Union. Whether it is the steward in your local office, your area steward, the Assistant District Representative or the District Representative, please let them know that you are grateful to them for stepping up to do this job.

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

Your stewards receive very few accolades for what they do. As we all know positive recognition for a job done can totally change your day. Please take the time this week to say **Thank You** to your steward.

Greensboro District Representative

Jeff Essick



Academy Trainer's Needed

Attention Interested Carriers

The Greensboro District is looking for RCA Academy Trainers for the four areas across the District. If you are highly motivated, serious about helping others and not just looking for a way to get off of your route, please request an Application from: Hedy Maliszewski, (MLDD) Manager of Learning Diversity and Development, at PO Box 27499 Greensboro, NC 27498.

Arrow Keys

“Employee Responsibilities: All employees must sign out or use (key check if applicable) for Arrow/MAL Keys. All employees must secure the key to their person using the approved chain. (Ref POM 33.52, 633.53)”

Note: your manager can order clips for securing the Arrow Key chain to your clothing, (for carriers without belt loops). Just request a “clip” from management and contact your District Representative if you are experiencing any issues with this. You **MUST** secure the Arrow Key to your person **IMMEDIATELY** upon signing for it and keep it secured to yourself until you return to the office and get relieved of accountability. **Keep the chain attached to your clothing at all times while on duty. Do not lay it down**

Relief Day Work List will be posted for sign up from ***September 19 until October 2, 2020.***

Each time the new relief day work list is established it shall supersede the previous list. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list.

on your case or place it in a tray or tub!

****The following is being included since we are continuing to receive a large amount of untimely grievances:*

Filing Timely Grievances

Related to Discipline, please read Article 16 and 30.2.M of our National Agreement (EL 902). If you ever receive any form of discipline you should call your steward or representative immediately and file a timely grievance (within 14 days of receiving the discipline). **EL 902 Article 15, Section 3 Procedure, Step 1: a.** *“Any employee who feels aggrieved must discuss the grievance with the employee’s immediate supervisor within fourteen (14) days of the date on which the employee or the Union has learned or may reasonably have been expected to have learned of its cause.”* Note: It is your responsibility to keep your address updated with the USPS on Liteblue.usps.gov.

For all grievances, (Disciplinary and Contractual), filing a **TIMELY** grievance is extremely important for us to be successful in getting an acceptable remedy. An untimely grievance most likely will be considered “waived” (considered no good) by the USPS and we will be unable to get a positive outcome.

With a Contractual grievance, it is okay to discuss the issue with management and give them a reasonable amount of time (usually 2 weeks or less) to correct a problem or provide some evidence that they have done so. Then if nothing happens, file a timely grievance. If you have any questions or concerns please call one of the ADRs or your DR.

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 only, with a statement, explaining your side of the issue.



USPS-NRLCA Joint Step 1 Grievance Form

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. This is not seen by Management.		
5. Contract Provisions (Articles at issue) DO NOT WRITE ANYTHING IN #5 OR BELOW. THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING		
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 (Sections 5-14)
9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)
10. Union Contentions FOR STEWARD USE ONLY!

11. Remedy Sought by the Union <u>YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.</u> <u>Blank Grievance forms (PS Form 8191) can be found on both the National and North Carolina websites or obtained from your Supervisor or Steward.</u>	
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.

NORTH CAROLINA AUXILIARY OFFICERS

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LEWhite1951@roadrunner.com

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SECRETARY/TREASURER

LILY GRAY

424 Wapiti Dr
Spring Lake, NC 28390

CHAPLAIN

MADISON HALL

9028 Main Street
Godwin, NC 28344-8387

Greeting from your NCRLCA Auxiliary

Auxiliary News

From

Susanne Reavis

Vice President

We have so much to be thankful for but often times we forget to be “thankful”. During this strange time in our country we need to support each other and love each other. Take all the necessary precautions to keep you and yours safe.

It was sad that the conventions this year had to be canceled due to health precautions. That being said, the auxiliary still awarded poster contest winners and the scholarship winners will be announced in the next issue of this newsletter. Sue will mail the checks to all winners.

Poster/Essay winners for 2020 are:

- | | |
|-----------|--|
| age 6-7 | <i>How my Family Recycles</i>
1 st place, Robert Simmons |
| age 8-9 | <i>How Donating items Helps Others</i>
1 st place, Elizabeth Haney |
| age 10-11 | <i>Make your Home Poison Safe:</i>
1 st place, Jonah Reavis
2 nd place, Haven Drexler |
| age 12-14 | <i>Be a Volunteer</i>
1 st place, Lily DePue
2 nd place, Dominick Haney |
| age 15-17 | <i>Essay on Poison Proof Your Home</i>
1 st place, Zoe DePue |
| age 18-20 | <i>Essay on How Volunteering Makes a Difference</i>
1 st place, Isiah DePue |

All of our winners received a monetary prize and I'm sure they were excited to get it!!

Please check the National and State websites for auxiliary information. You can find out about the current Presidents projects and all the current poster and essay contest information along with scholarship information.

When you apply for a scholarship please make sure to follow the directions carefully or your application will be disqualified for insufficient information.



Stay safe!

We hope to see you soon!



*Happy Fall
Y'all*



OCTOBER 2020

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2 Pay Day	3
4	5	6	7	8	9	10 PP-22
11	12 	13	14	15	16 Pay Day	17
18	19	20	21	22	23	24 PP-23
Steward Appreciation Week						
25	26	27	28	29	30 Pay Day	31 Halloween

NOVEMBER 2020

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7 PP-24
8	9	10	11 	12	13 Pay Day	14
15	16	17	18	19	20	21 PP-25
22	23	24	25	26 	27 Pay Day	28
29	30					

Important Dates

September 7	Labor Day Holiday	November 26	Thanksgiving
October 12	Columbus Day Holiday	December 24	Christmas Eve
October 31	Halloween	December 25	Christmas
November 8	Fall Booster	January 1	New Year's Day
November 11	Veterans 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

Reminder

Please notify the union of any address changes.

Address changes you make with the USPS do not automatically get updated with the union.

Please send address changes to NCRLCA Secretary Treasurer Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390.



New USPS forever Thank You Stamp issued on Aug. 21, 2020; available in four different colors.

William Hardy, from the LaGrange post office, received a thank you drawing from a little four year old on his mail route. The drawing consists of a mailbox with an angel watching over it.

William stated that this thank you really touched his heart.

