



# NORTH CAROLINA RURAL CARRIER



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

Volume 29    Number 4    Circulation 5000    Edited Maiden, NC    January/February 2013

### Inside This Issue

An Observation	4
Auto/Homeowners Ins.	4
Auxiliary News	15
Calendar	16
Chaplain's Message	3
FEHB	6
Heroes Among Us	4
Important Information	4
Officer Assignments	2
PAC	7-9
President's Message	1
Representatives Addresses	12
Retirement	5
Safety	6
State Stewards	10-12
State Convention June 23-26, 2013 Cherokee, NC	



*Derek Harpe*

### President's Message "WOW"

Many thanks to all that went to SAC in Atlanta, Georgia in January. We had a great turn out in attendance and were offered several informational seminars. There were several National Officers in attendance at the conference. Please remember that the more involved you are, the more knowledge you will gain!

As we know the announcement by our Postmaster General Donahoe is a serious concern regarding the standard of service that we strive to obtain as rural letter carriers. Six day delivery is an important tool to meet the needs of our patrons in many ways such as delivering medication, financial needs, and providing services for businesses with outgoing materials.

**THIS PROPOSAL FROM POSTMASTER DONAHOE CAN NOT HAPPEN WITHOUT THE APPROVAL OF CONGRESS. WE AS RURAL CARRIERS MUST UNITE AND NEED TO CONTACT OUR CONGRESSMEN AND SENATORS IMMEDIATELY** to express our concerns regarding the eliminating of millions of jobs and about the risk of damaging the business relationship we have with our many patrons and businesses. Please turn to page 12 for a complete list of North Carolina Representatives.

Please be mindful to watch the NRLCA Website and the NCRLCA Website to be abreast of current happenings and to be aware as a rural carrier as to what you can do to support the postal service. **NOW** is the time for concern and for you to show support. I am concerned that these current happenings are just the beginning of the downward spiral of our postal service as we know it now to be.

Our NCRLCA State Convention will be June 23 June 26 at Harrah's in Cherokee, NC. Please make plans to join us. We need your attendance and your support in June. **NOW** is the time to be active!

Also, I would like to express my gratitude and thanks to our organization for the support and prayers that were given in Atlanta at our SAC Conference for our co-worker and friend, Mitch Reece. As most know Mitch had a massive heart attack while attending the conference. By the way of many prayers, Mitch continues to get better daily and is now recuperating at his home.

I am very thankful and proud that I am part of such a caring, loving organization. I was blessed to see that in action in Atlanta.



May God bless each of you. Hope to see you in Cherokee.

# North Carolina Rural Letter Carriers' Association Officers

**PRESIDENT  
DEREK HARPE**

781 Baltimore Rd.  
Advance, NC 27006-7817  
Phone 336-998-5293

**VICE PRESIDENT  
CARL KELLY**

7661 Wilkins Drive  
Fayetteville, NC 28311-9361  
Phone 910- 488-5424

**SEC'Y.-TREAS.  
RONALD L. LINEBERGER**

3668 Startown Rd.  
Maiden, NC 28650-8722  
Phone 704-732-1604  
FAX 704-735-9094

Peach Belt	5	Ashe	6	Smokey Mountain	11
Roanoke Chowan	7	Foothills	10	Caswell County	14
Durham County	12	Five County	28	Tri County	25
Cumberland Hoke	20	Guildford County	30	French Broad	31
Sea Level	23	Person	41	Roaknoke	44
Cleveland/Gaston	29	Rockingham County	46	Rutherford/Polk	47
Tidewater	52	Watauga/Avery	57	Piedmont	50
Union County	54				

## Executive Committee

**RETIREMENT  
DALE SAIN**

PO Box 52  
Vale, NC 28168-0052  
Phone 828-461-5057

**SAFETY  
DANIEL CAUDLE**

5744 Seward Rd.  
Pfafftown, NC 27040-9618  
Phone 336-924-0966

**FEHB  
BRENDA WHITE**

1336 Schoolhouse Rd  
Elizabeth City, NC 27909-8180  
Phone 252-771-8180

**These Assignments Subject to Change**

Alamance	1	Albemarle	2	Brushy Mountain	3
Wake County	24	Alleghany County	4	Southeastern	8
Mecklenburg	38	Burke/Caldwell	9	Catawba/Lincoln	15
Orange County	39	Harnett County	32	Central Carolina	16
Randolph County	42	McDowell/Mt. Mitchell	36	Yadkin River	26
Wayne County	56	Tar River	51	Johnston County	34

## Appointed Officers

**CHAPLAIN  
DOUG BYRUM**

1016 Cuthbertson Road  
Waxhaw, NC 28173-9751  
Phone 704-843-3284

**HISTORIAN  
RONALD L. LINEBERGER**

3668 Startown Rd.  
Maiden, NC 28650-8722  
Phone 704-732-1604

**P.A.C. CHAIRMAN  
VAN HEATH**

25722 US Hwy. 64  
Jamesville, NC 27846-9272  
Phone 252-792-6614

**AUTO-HOME INS. REP.  
Mitch Reece**

211 Wheel Crest Drive  
Winston-Salem, NC 27127-9729  
Phone 336-764-2747

**PROVIDENT GUILD  
HAROLD KNIGHT**

738 Stone Mountain Rd  
Stoneville, NC 27048-7689  
Phone 336-573-3274

**PAST PRESIDENT  
BRENDA WHITE**

1336 Schoolhouse Rd  
Elizabeth City, NC 27909-9596  
Phone 252-771-8180

**WEB MASTER  
Jeff Essick**

229 Essick Lane  
Winston-Salem, NC 27127-9129  
336-775-2519  
[jeffessick@bellsouth.net](mailto:jeffessick@bellsouth.net)

**MAIL NEWS ITEMS BY 10<sup>TH</sup> OF MONTH  
and Address Changes  
TO:**

**RONALD L. LINEBERGER**

3668 Startown Rd.  
Maiden, NC 28650-8722  
Phone 704-732-1604  
FAX 704-735-9094

Please notify the officer assigned to your district four weeks ahead of your meeting so as to eliminate any conflict of meeting dates as much as possible. State Steward Conley and Sr. Assistant State Stewards Hudgins and Smith are unassigned and will attend as many district meetings as their schedule permits.

## Obituaries

**Robert Daniel "Dan" Crookshank** Jan. 17, 1952 - Jan. 1, 2013 of Winston-Salem, NC died peacefully at The Kate B Reynolds Hospice House after a courageous battle with stage four cancer. He was born in Winston-Salem on January 17, 1952 to Robert Richard Crookshank and Regina Malone Crookshank. Dan received a bachelor of science in business administration degree in Accounting from Appalachian University. He worked as an auditor for the city of Winston-Salem. He carried Route 6 in Wallburg, NC for the United States Postal Service and various other routes for 28 years. He also kept financial records for Snyder's Fuel Oil Service for 22 years. He served on various Boards with many position in the North Carolina Rural Letter Carriers Association and was a board member and Vice President of the Triad Postal Credit Union. Dan was a member of Our Lady of Mercy Catholic Church since birth, where he served as altar server, on the Parish Council, Financial Council for many years and was also involved with the Knights of Columbus. Dan was also a head Usher for many years.

Dan is survived by Elizabeth "Liz" Shaw Crookshank and daughter Joanna Marie Crookshank. He is also survived by his mother Regina Malone Crookshank; two brothers Richard Allen and Paul James; three sisters Barbara Jean Crookshank and Joanne Hazel Slemp and Donna Marie Murray. He is survived by a large family of brother-in-laws, sister-in-laws, nieces and nephews.

**William Malcolm "Mac" Allred**, 73, died on Sunday, February 3, 2013 in the Hospice Home at High Point.

Mac was born in Climax, NC. After graduating from Pleasant Garden High School in 1957, Mac was honorably discharged from the US Navy after three years of service and continued his career in Washington, DC for the FBI. In addition, was employed by the US Postal Service as a rural letter carrier for 35 years from where he retired in 1997. He was also very active in the Rural Letter Carriers Association. Following retirement, Mac was a licensed Realtor with Coble & Co. Realtors.

Mac was known for his kind and gentle spirit, his good natured sense of humor, and his eternal sense of happiness which he shared with everyone that was fortunate enough to know him. He was especially fond of all those he served on his rural route for many years in and around Pleasant Garden.

Mac is survived by his wife of 50 years, Phyllis Cline Allred; son, Randall Allred; daughter, Shanam Cuozzi; grandchildren, Cade and Carson Allred and

Anthony and Dominic Cuozzi; sisters, Betty Hayman and Deborah Tate.

**David Hicks Toney**, age 78, of Lake Lure died on Sunday, November 25, 2012, at the Hospice House of Rutherford County. David was a U.S. Navy Veteran of the Korean War and served on the USS Prairie AD-15 from 1953 to 1957. He was the founding member, Chief and Honorary Lifetime Member of Hickory Nut Gorge EMS and Rescue from 1978 to 2012. He had retired from the U.S. Postal Service and was a member and former deacon at Big Level Baptist Church.

He is survived by his wife: Joyce Epley Toney; two daughters, Renee West and Angela Odel; one son, Mike Toney; eight grandchildren; six great grandchildren; one sister and two brothers.

---

### Chaplain's Message Doug Byrum, Chaplain

#### Prayer Plus Action Read Nehemiah 4:1-15

*We prayed to our God and posted a guard day  
and night to meet this threat.  
Nehemiah 4:9 (NIV)*

Nehemiah and his people were undertaking a huge challenge: to rebuild the walls of Jerusalem that had long been neglected and in disrepair. God's people began to work diligently, as the Bible says, "with all their heart". The work angered their enemies, so much so that they plotted to fight the Jews. God's people could have responded with fear or despair. Instead, they did two things: they prayed and they posted a guard. They did not just pray; they did not just take action. But they combined the two measures, and that captured my attention as I read.

At times I have been discouraged because I felt that God had not answered my prayers. Maybe, though, the problem is that I have not done my part. It's fine to pray about losing weight or getting a job or growing closer to God. However, if we don't exercise or send out resumes or spend time with God, is it reasonable to expect the results we are seeking?

What desire or situation pulls at your heart today? Besides praying, what action does God want you to take in this matter? As Nehemiah 4 tells us, God's people discovered that prayer plus action yields results.

*Prayer:* Lord, thank you for answering our prayers. Please show us what steps we can take to deal with issues in our lives. Amen.

*Thought for the Day:* When we put legs on our prayers, we get somewhere.

## **Auto-Homeowners' Insurance Update**

As many of you know on January 27, 2013 Mitch Reece suffered a heart attack while attending the South Atlantic Conference in Atlanta, GA. Mitch is recovering from triple bypass surgery at this time and hopefully by the time you receive this newsletter he will be back in NC possibly even at home recuperating.

Before Mitch suffered this heart attack he had asked that I reprint the article that he ran in the last issue of the *NCRC*. Mitch felt that this information was very important and could possibly save rural carriers money on their insurance needs. Please consider the information in this article below, but instead of calling Mitch, please call Derek Harpe or Ronald Lineberger.

It is that time of the year when everybody gets busy with holiday plans. When you are participating in your added activities, it is good to know that you are adequately covered in case of an accident. Our insurance provider can help you make sure you have the right protection for your individual situation. Do not be fooled by some of the advertisements that you see for other companies. Lower premiums do not always compare apples to apples coverage.

There is a new emphasis now on homeowners' policies from our provider. If you are a district president or secretary-treasurer, please send me information as soon as possible about your upcoming spring meetings. I need a contact person as well as the time, date and location of your meeting for scheduling a representative from our insurance provider to give a presentation on the homeowners' insurance. I will be looking forward to hearing from you on this.

As always, feel free to call if you have any questions. Mitch Reece

---

## **Heroes Among Us**

Do you believe that ordinary people can be heroes? Well I do, and recently one of our Board members and our PAC Chairman became heroes in my opinion. As mentioned in the article above, Mitch Reece experienced a heart attack in Atlanta, GA while there for the South Atlantic Conference. With Mitch at the time was Executive Committeeman, Dale Sain and PAC Chairman, Van Heath. These two men acted promptly to contact 911 for emergency help and aided Mitch until they arrived. These quick actions possibly saved his life and helped Mitch survive this heart attack.

Thank you Dale Sain and Van Heath for being heroes.

## **Important Information Omitted from November/December Issue**

First of all, as many of you already know, Executive Committeeman Chris Derrick has resigned his position on the Board. We want to thank Chris for his service on the Board and to the rural carriers all across North Carolina. We wish Chris much luck and success as he begins this new chapter in his career with the Postal Service.

**ARTICLE V: Officers and Appointees, Section 7. Vacancy in Office** of the North Carolina Constitution approved by delegates at the June 20, 2012 convention in Kill Devil Hills, NC, provides language to guide the Board in its decision to fill this vacancy. Therefore the decision was made to follow past practice and fill this position by appointing Past President, Brenda White. Brenda will serve in this position until the Officer elections at the 2013 State Convention.

By appointing Brenda we feel that this will allow a fair, unbiased and impartial election.

### **Statement from Chris Derrick**

To all my fellow members, carriers and friends, I have some news that will affect the North Carolina Rural Letter Carriers. On Thursday the 25th of October, I accepted a position as a 204-b in my local office of Charlotte. As you know as soon as you accept any managerial position you can no longer hold any position in the NCRLCA. I had many discussions with my family and several discussions with friends and felt that this would be the best decision for me and my family. I know that the NC delegation has a very strong group of dedicated individuals and I'm sure you will be able to fill my positions with ease. I will miss each and every one of you and hope the best for all. Thank you for allowing me to be all that I can be.

Thank you, Chris Derrick

---

### **An Observation from a Retired Carrier**

Recently a retired rural carrier was exiting a business and saw the rural carrier coming toward the door, when they passed the carrier's vehicle the engine was running and the wheels were not curbed. This retired carrier felt it their duty to stop the carrier as they were exiting the parking lot to point out that they should know better and that this could just as easily have been a supervisor coming out of that business.

The carrier then realized that this could have been their job on the line. They then apologized and promised they would follow procedure in the future. Will you make the same promise?

## Retirement

*Dale Sain*

**About Social Security and Medicare...** Social Security pays retirement, disability, family and survivors benefits. Medicare, a separate program run by the Centers for Medicare & Medicaid Services, helps pay for inpatient hospital care, nursing care, doctor's fees, drugs and other medical services and supplies to people age 65 or older, as well as to people who have been receiving Social Security disability benefits for two years or more. Medicare does not pay for long term care, so you may want to consider options for private insurance. Your Social Security covered earnings qualify you for both programs. For more information about Medicare, visit the Medicare website or call **1-800-633-4227** (TTY 1-877-486-2048 if you are deaf or hard of hearing).

**Retirement...** If you were born before 1938, your full retirement age is 65. Because of a 1983 change in the law, the full retirement age will increase gradually to 67 for people born in 1960 and later.

Some people retire before their full retirement age. You can retire as early as 62 and take benefits at a reduced rate. If you work after your full retirement age, you can receive higher benefits because of additional earnings and credits for delayed retirement.

**Before you decide to retire...** Carefully consider the advantages and disadvantages of early retirement. If you choose to receive benefits before you reach full retirement age, your monthly benefits will be reduced.

You can work and still get retirement and survivor's benefits. If you're younger than your full retirement age, there are limits on how much you can earn without affecting your benefit amount. When you apply for benefits, we'll tell you what the limits are and whether work will affect your monthly benefits. When you reach full retirement age, the earnings limits no longer apply.

**Medicare...** If you have worked enough to qualify for Medicare at age 65, even if you do not retire at age 65 be sure to contact Social Security three months before your 65th birthday to enroll in Medicare.

**How Your Benefits Are Estimated...** To qualify for benefits, you earn "credits" through your work — up to four each year. This year, for example, you earn one credit for each \$1,160 of wages or self-employment income. When you've earned \$4,640, you've earned your four credits for the year. Most people need 40 credits, earned over their working lifetime, to receive retirement benefits. For disability and survivors benefits, young people need fewer credits to be eligible.

We checked your records to see whether you have earned enough credits to qualify for benefits. If you haven't earned enough yet to qualify for any type of benefit, we can't give you a benefit estimate now. If you

continue to work, we'll give you an estimate when you do qualify.

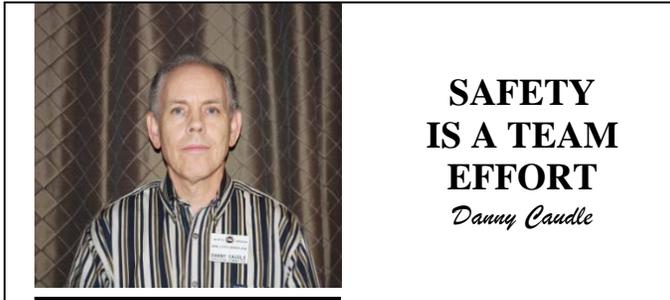
**What we assumed...** If you have enough work credits, we estimated your benefit amounts using your average earnings over your working lifetime. For 2013 and later (up to retirement age), we assumed you'll continue to work and make about the same as you did in 2011 or 2012. We also included credits we assumed you earned last year and this year.

Generally, the older you are and the closer you are to retirement, the more accurate the retirement estimates will be because they are based on a longer work history with fewer uncertainties such as earnings fluctuations and future law changes. We encourage you to use our online Retirement Estimator to obtain immediate and personalized benefit estimates.

We can't provide your actual benefit amount until you apply for benefits. **And that amount may differ from the estimates you receive because:** Your earnings may increase or decrease in the future. After you start receiving benefits, they will be adjusted for cost-of-living increases. Your estimated benefits are based on current law. **The law governing benefit amounts may change.** Your benefit amount may be affected by **military service, railroad employment or pensions earned through work on which you did not pay Social Security tax.** Visit [www.socialsecurity.gov](http://www.socialsecurity.gov) to learn more.

**Windfall Elimination Provision (WEP)...** In the future, if you receive a pension from employment in which you do not pay Social Security taxes, such as some federal, state or local government work, some nonprofit organizations or foreign employment, and you also qualify for your own Social Security retirement or disability benefit, your Social Security benefit may be reduced, but not eliminated, by WEP. The amount of the reduction, if any, depends on your earnings and number of years in jobs in which you paid Social Security taxes, and the year you are age 62 or become disabled. For more information, please see *Windfall Elimination Provision* (Publication No. 05-10045) at [www.socialsecurity.gov/WEP](http://www.socialsecurity.gov/WEP).

**Government Pension Offset (GPO)...** If you receive a pension based on federal, state or local government work in which you did not pay Social Security taxes and you qualify, now or in the future, for Social Security benefits as a current or former spouse, widow or widower, you are likely to be affected by GPO. If GPO applies, your Social Security benefit will be reduced by an amount equal to two-thirds of your government pension, and could be reduced to zero. Even if your benefit is reduced to zero, you will be eligible for Medicare at age 65 on your spouse's record. To learn more, please see *Government Pension Offset* (Publication No. 05-10007) at [www.socialsecurity.gov/GPO](http://www.socialsecurity.gov/GPO).



Instead of the usual safety article which discusses the problems we face while completing our daily rural tasks, I would like to take this space to write about The Capital Metro Area Safety Initiative for Rural Carriers.

The objective of The Rural Carrier Initiative is to allow management and craft the opportunity to analyze safety data, identify route hazards and to try to create a safe work environment for all Rural Carriers in the office and on the street. To accomplish this, team members (consisting of a craft employee and a management designee) will visit offices within a certain geographical area. While in these offices, the team will talk to Rural Carriers about concerns they might have about safety issues in the office or on their route. The team will then investigate these concerns and make recommendations to local management for possible solutions. Some of these safety issues may be as simple as a homeowner needing to trim a bush or placing rock or gravel in the path leading to the mail box. The issue could be moving a box or getting the State to fix a severe drop off from the road to the shoulder. The safety issue could be in the office. Is there enough room to evacuate the building in case of fire or some other emergency? Are file cabinets anchored to the floor or to some other object? Is the fire extinguisher blocked? These are all issues that the Safety Teams will analyze and try to correct.

But this is where the Rural Carriers in the many offices across the State can help us. You don't have to wait for a team to come to your office. You can call me, or some other Safety Team Member, and report a safety issue. When the Team arrives at your office, let them know about any problems you may have on the route or in the office. If the issue deserves immediate attention, ask the Safety Captain in your office for a PS Form 1767. These forms should be readily available in each office and you may find them near the Safety Bulletin Board.

Let's keep safety in the forefront for 2013.

**Flu or Cold**

Even though it is now February and soon March the cold and flu season is still making the rounds.

The flu, or influenza, is a highly contagious respiratory infection caused by the influenza virus. The virus usually enters the body through mucus membranes in the mouth, nose, or eyes.

When a person with the flu coughs or sneezes, the virus then becomes airborne and can be inhaled by anyone nearby. The virus is usually active from two to eight hours on contaminated surfaces such as telephones, door knobs, vending machines, and similar items. By touching these surfaces then touching your nose, eyes, or mouth the virus spreads. The risk of infection is greater in close quarters.

**Wash those hands**

During flu season, everyone should wash their hands frequently to reduce the risk of transmitting germs to others.

**Cover your sneezes and coughs**

When you sneeze or cough, cover your nose and mouth with a tissue (not your hands), and be sure to throw the tissue away immediately.

You can also cough into your sleeve if you don't have a tissue handy. Hand sanitizers can also help. Try to avoid touching your eyes, nose, or mouth to keep germs away.

**Is it a cold or the flu, you decide.**

Signs and Symptoms	Influenza	Cold
Symptom onset	Abrupt	Gradual
Fever	Usual; lasts 3-4 days	Rare
Aches	Usual; often severe	Slight
Chills	Fairly common	Uncommon
Fatigue, weakness	Usual	Sometimes
Sneezing	Sometimes	Common
Stuffy nose	Sometimes	Common
Sore throat	Sometimes	Common
Chest discomfort, cough	Common; can be severe	Mild to moderate; hacking cough
Headache	Common	Rare

This information is from flufacts.com.



# Stay Alert! Congress in Session

## GROUP TO STUDY PUBLIC-PRIVATE PROPOSAL

A nonprofit group said it will conduct an independent review of a proposal to shift the U.S. Postal Service to a model in which USPS would be responsible only for the so-called "last mile" of mail delivery and pickup.

The group will examine a proposed "public-private partnership" model laid out in a paper authored by "a diverse group of long-term postal industry thought leaders." Under the authors' plan, USPS would run the local "last mile" and the private sector would operate all the other parts of the mail system.

The sponsor of the effort, the National Academy of Public Administration, said a panel of its fellows will conduct the study. Pitney Bowes, which makes postage meters, shipping software and other products for business mailers, is underwriting the project.

The panel includes members with backgrounds in government, industry, research and academia. Its four members include former U.S. Comptroller General David Walker, who will chair the panel, and former Freddie Mac Chairman and Director John Koskinen.

NAPA said that the panel will meet with the paper's authors, hold discussions with postal stakeholders and then release a white paper on the proposal in March.

While one of the authors of the "thought-leader" paper was formerly an official with the National Association of Letter Carriers, the union distanced itself from the proposal when the NAPA announced its study.

"While it's true that one of the proposal's authors, George Gould, was formerly the NALC's political director, it's important to note that Gould retired from that position in 2006," NALC said in a statement posted on the group's website. "He no longer represents the NALC and his views expressed in that report are his own."

## Time to contact our Representatives to ask them to sign onto this House Resolution [H. Res. 30]

A new bill; H. Res. 30, was introduced through the House on 1/15/13 by Rep. Sam Graves [R, MO 6]. This bill is the comparable bill of H. Res.137 that expired with the 112th Congress. The language is similar. Overall, it states "*Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service.*"

Pass the word on; it's time to start contacting Congressmen and ask them to cosponsor this bill. The old bill had 227 cosponsors. This one has only 24 so far. (As of 2/2/13, No NC representatives have signed on. This is a bipartisan bill.)

Call, write and email. Just let your representative know the importance of 6-day delivery to North Carolina.

=====

On inauguration day, Senate Majority Leader Harry Reid (D, NV) stated that Postal Reform was one of the important issues that this new Congress needed to take up.

## Stay alert! Congress is in session.

NC Membership 4842  
NC PAC Donors 136 (2.81%)  
Members missing 4706 (97.19%)

2.81% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

Just imagine the power this organization would have if the numbers above could be reversed. UPS would no longer be the largest lobbying organization, it would be US.

You don't have to break your bank account to support PAC. We have members that have donated

\$5 this year and we will have members that have or will hit \$1500 by the end of the State Convention. Every donation helps. Make your donation today. Thank you.

**Send PAC Donations to:**

**Van Heath**  
25722 US HWY 64  
Jamesville NC 27846-9272  
  
Phone: 252-792-6614  
Cell: 252-809-2144  
Email: [vheath@embarqmail.com](mailto:vheath@embarqmail.com)  
For internet security; when emailing,  
Subject line should read "PAC"

# 2012-2013 PAC Donor List

**PLATINUM Level (\$1500+)**

Danny Caudle

**DIAMOND Level (\$1000+)**

Jeanette Dwyer

**RUBY Level (\$500-999)**

Heather Cook  
Van Heath

**ELITE Level (\$250-499)**

Carol Bain  
Chris Barber  
Van Carter  
Dennis Conley  
Sally Corriher  
Ken Frazier  
Derek Harpe  
Robin Hoyle  
Bryan Hudgins  
Carl Kelly  
Connie Lindsay  
Ronald Lineberger  
Brenda Prevatte  
Jimmie Reavis  
Lynn Shoe  
Barbara Smith  
Betty Westbrook  
Brenda White

**EXECUTIVE Level**

**(\$100-249)**

Lynn Adams  
Debbie Bennett  
Tom Brown  
Doug Byrum  
James Comer  
Lola Erexson  
Louise Fulwood  
Phillip Fulwood  
Claire Glass  
Vicki Gray  
Robert Gurganus  
Cathy Hogan  
Stanley Howell  
Eileen Jensen  
Brenda Johnson  
Harold Knight  
Sue Ligon  
Mitch Reece  
Dale Sain  
Rhonda Sears  
Donald Sellers  
Mike Shue  
James Simmons  
Frank Suttles  
Linda Sweezy  
Doretha Wagoner  
Pete Williford  
Moye Woolard

**LEADERSHIP Level (\$50-99)**

Mary Lou Alligood  
Donald Ayscue  
Brenda Bateman  
Wanda Biles  
Phyllis Black  
David Boege  
Henry Bottoms  
Agnes Brinn  
Bud Cale  
Kerry Carawan  
Michael Caswell  
James Cole  
Judy DiBacco (Friend)  
Jeff Essick  
Kelly Futch  
Brenda Gibbs  
Don Gottshall  
James Holmes  
Bonnie Johnson  
Janet Kight  
Christine Laney

**LEADERSHIP Level (\$50-99)**

**(continued)**

James Morrison  
Charlotte Moser  
Gail Naillon  
Kim Ranker  
Laurie Ross  
Kaye Smith  
Dianna Valente  
Joseph Whitley

**SUPPORTER Level (\$5-49)**

Bill Bailey  
Bobbie Battle  
Terry Bell  
Robert Black  
Dianne Boone  
Cynthia Bunch  
Mack Caudell  
Dawn Chambers  
Rebecca Cockrell  
Jackie Corey  
James Crowell Sr  
Karen Davis  
Lula Davis  
Chris Derrick  
Marvin Downing  
Jeanette Dwyer  
Vivian Earley  
Odessa Elliott  
Kay Elswick  
Barbara Ewing  
Betsy Freeman  
Joann Gurganus  
Nancy Hargrave  
Jeannette Heath  
Antoinette Henne  
Jerry Huffines  
Priscilla Hyatt  
Judy Jones  
Mary Josewitz  
Sara Leonhardt  
Melissa Liverman  
Jadwiga McClelland  
Jarrod McKinney  
Jesse Metcalf  
Norbert Mildner  
Ivy Monger  
Sharon Moore  
Kathy Nicholson  
Nancy Odham  
Etta Palmer  
Virginia Patterson  
Edward Pearce  
Roberta Rauen  
Ellen Reavis  
Laura Ruiz

**SUPPORTER Level (\$5-49)**

**(continued)**

Sharon Rush  
Latoya Shine  
Tracy Spencer  
Ricky Stafford  
Carlene Staley  
Patricia Stanley  
Charles Stone  
Phermela Tann  
Jack Thome  
Ann Voliva  
Arnold Williams  
Ernest Young

**Sustaining Members**

Mack Caudell  
Sally Corriher  
Chris Derrick  
Jeanette Dwyer  
Ken Frazier  
Van Heath  
Priscilla Hyatt  
Bonnie Johnson  
Mary Josewitz  
Janet Kight  
Christine Laney  
Sara Leonhardt  
Sue Ligon  
Melissa Liverman  
Jadwiga McClelland  
Norbert Mildner  
Jim Morrison  
Reggie Neal  
Terry Neutze  
Kim Ranker  
Mitch Reece  
Laurie Ross  
Laura Ruiz  
Mike Shue  
Dianna Valente  
Betty Westbrook  
Joseph Whitley  
Ernest Young

**How Can I Contribute?**

- Automatic Deduction
- Electronic Funds Transfer
- Direct contribution through state chair
- Participate in a state fundraiser



## North Carolina Stewards District Representatives

Dennis Conley  
PO Box 2136  
Franklin, NC 28744-2136  
828-369-3847

Frank Suttles  
PO Box 745  
Carrboro, NC 27510-0745  
919-932-7835

### Assistant District Representatives

Barbara Smith  
PO Box 14985  
Raleigh, N C 27620-4985  
919-212-1564

Barbara Smith  
PO Box 14985  
Raleigh, N C 27620-4985  
919-212-1564

Sally Corriher  
PO Box 460  
China Grove, NC 28023-0460  
704-855-2629

Sally Corriher  
PO Box 460  
China Grove, NC 28023-0460  
704-855-2629

Tracy Davidson  
PO Box 277  
Matthews, NC 28106-0277  
704-821-8016

Bryan W. Hudgins  
PO Box 21  
Eure, NC 27935-0021  
252-357-2406



**Mid-Carolinas  
District  
Representative**  
*Dennis Conley*

#### National Mail Count

The final number of routes being counted this February-March is 850 routes out of the 2051 routes in the district. If during this mail count you have an issue please contact one of the ADRs or myself for assistance. An update of the mail count results will be given in a future article.

#### PMG Announcement

As this article is being written the PMG has just announced the change to five day mail, six day parcel delivery beginning on August 5, 2012. Many carriers have already begun calling wanting to know how this is going to affect them and the future of the NRLCA. As we begin looking at these potential changes to our work schedule, work hours, type of work and what possible delivery standard changes, this will be uncharted territory. As President Dwyer stated in her most recent media release:

“Today’s announcement by Postmaster General Donahoe to eliminate six-day delivery is yet another death spiral for the quality service provided by the U.S. Postal Service. For decades, the Postal Service has upheld a personal and professional standard of service, delivering to every household nationwide six days a week. To erode this service will undermine the Postal

Service’s core mission and is completely unacceptable.”

In an additional media release President Dwyer also stated:

“Though Congressional inaction has left the Postal Service drowning in red ink, today’s announcement by the Postmaster General is essentially a declaration that the Postal Service does not believe that it is subject to existing law or the Congressional budget process. To take this action unilaterally and without reasoned legal justification puts the entire Postal Service at risk and is ample reason for the Postmaster’s immediate removal. Congress still makes the law of the land. All citizens, companies, and even the government, including the United States Postal Service, must obey the law. The Postmaster General simply cannot decide to ignore laws when he thinks it’s convenient for the Postal Service to do so.”

“Rest assured that the NRLCA is currently assessing its legal and political options to challenge this action and will act forcefully when the time is right. Meanwhile, I call upon all rural carriers to join in the urgent cause of contacting their elected officials to alert them to the potentially disastrous consequences of the Postmaster General’s plan.”

These releases are calling for an immediate action by all carriers and by the time you receive the *North Carolina Rural Carrier* most action will have already taken place. I am proud to see the NRLCA National Board take immediate action and not a wait and see attitude. We must be

proactive against these actions being taken by the USPS to assure us a fair and equitable workplace.

As to the answers to all the questions, hopefully by the time you read this we will have some answers. The current scheduled mail count will continue with no changes and this will be your evaluation until a new standard is created or another mail count under a new standard. But we must be cautious because many things can change from now until August 5, Congress has not had its say yet, rural America has not had our say, many businesses dependent upon six-day delivery have not had their say, and besides how many plans have the Postal Service had and announced only to change their minds before implementation. We must stand up for our customers and not let them be persuaded by the Postal Service's negative stand.

**Greensboro District Representative**  
*Frank Suttles*

### Hot Topics

What we all want to know about is the **five-day delivery** plan. Postmaster Gen. and CEO Patrick Donahue has stated that as of the first week of August 2013, the United States Postal System **will** start five-day delivery of letter mail. He states that we will deliver letter mail Monday thru Friday and on Saturdays we will only deliver parcels and express mail. He stated that the post offices that are now open on Saturday will continue to be open and you can pick up your PO Box mail. He has acted before Congress has given approval of his actions. Can he do this? Pres. Jeanette Dwyer of the National Rural Letter Carriers Association has stated there may be some legality issues with his decision and will addressing those.

Where does that leave us? At this point we are not exactly sure. In the next few weeks I'm sure that there will be lots of issues that will be brought before Congress and the American people about the five-day delivery. We need to contact our Senators and Representatives in Congress saying that we support six-day delivery. If we should go to five-day delivery the jobs that we now have will change. If this happens, will we work under an evaluated system, or will we go on the clock is an hourly employee. All of this, plus about everything else that we do in our job

will be decided in negotiations with the USPS and if there is no decision reached we would go back to arbitration.

This saga will continue for several weeks. I urge you to contact your members of Congress in support of six-day delivery. If you go to the [nrlca.org](http://nrlca.org) website, you can find the names and addresses of your Congressman. There is also a form letter which you can use to show your support.

### RWDL (Relief Day Work List) Article 8.5 of the National Agreement

There should be a RDWL (relief day work list) offered in every office. There is no requirement that a carrier sign this list but if a regular carrier is interested in working his relief day and opting to take a code 3 (half a day's pay and a day off later at management's option) or a code 5 (get paid one and a half times their daily rate) they have to sign this list. Once you sign the RDWL you will work your relief day if management needs you. This list should be utilized when a regular carrier is required to work their relief day because there are not enough relief carriers in the office. The carriers on the relief day work list should be utilized in order of seniority on a rotating basis. The National Agreement states that "When a regular carrier is needed to work a relief day, due to the unavailability of a leave replacement, the employer will:

1. Select carriers on the list, in order of seniority on a rotating basis, to work the relief day.
2. If the need still exists, the employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work their relief day. Such requirement will be by juniority.

"The employer is not required to work any regular carrier on a relief day if it would cause the carrier to exceed the hours of the annual guarantee or 56 actual hours within one week."

The relief day work list shall be established twice during each guarantee period. Each time it is done will supersede the previous list. All regular carriers regardless of their route classification shall have the opportunity to sign the list.

The first opportunity to sign the RDWL will be two weeks prior to the beginning of the new guarantee period. The second opportunity to sign the list will be two weeks prior to the beginning of the first full pay period in May. (April 20-May 3)

## **Matrix**

“The matrix was introduced in an effort to clarify the proper scheduling of leave replacement assignments beyond the primary assignment and allow for the utilization of labor placements assigned in a specific the rear unit once the office matrix is exhausted. The first step in a process of filling an office matrix is to establish a leave replacement seniority list based on the longest period of continuous service in that office this letter should also contain the routes on which the leave replacements are qualified to work.”

If a regular carrier is scheduled to be off and the sub assigned to that route is unavailable it should go to the second or third leave replacement on the matrix. “If both the second and third leave replacements or unavailable, management shall then off to the assignment to other qualified leave replacements assigned to that the delivery unit in the order of the longest period of continuous service in that office. Qualified is defined as having received training on or been utilized on the route.”

There is no bumping on the matrix under any circumstances. There should be no redoing of the matrix. Once it is set up changes can happen when there is a major change in the office such as, carrier retiring, new route evaluations come out, etc. all leave replacements must be utilized before management goes to another office to request leave replacements, in addition to regular carriers on and off the relief day work list. A relief carrier assigned to auxiliary route six days or assigned to an auxiliary route five days and is assigned as a sub of record on another route should only be utilized on those two routes and should not be on the matrix.

Again, there are members of management teams that are out in the field every day. They are watching you to make sure that you are doing your job correctly and in a safe manner.

---

## **To Contact Your NC Senators and Representatives:**

### **NC Senators:**

Richard M. Burr ([burr.senate.gov](http://burr.senate.gov))  
217 Russell Senate Office Building  
Washington, DC 20510  
(202)224-3154  
Kay Hagan ([hagan.senate.gov](http://hagan.senate.gov))  
521 Russell Senate Office Building  
Washington, DC 20510  
(202) 224-6342

### **National Legislative Representatives**

#### **Congressional District 1:**

G.K. Butterfield ([butterfield.house.gov](http://butterfield.house.gov)) 2305 Rayburn House Office Building  
Washington, DC 20515 (202) 225-3101

#### **Congressional District 2:**

Renee Ellmers ([ellmers.house.gov](http://ellmers.house.gov))  
1533 Longworth House Office Building  
Washington, DC 20515 (202) 225-4531

#### **Congressional District 3:**

Walter B. Jones ([jones.house.gov](http://jones.house.gov))  
2333 Rayburn House Office Building  
Washington, DC 20515 (202) 225-3415

#### **Congressional District 4:**

David E. Price ([price.house.gov](http://price.house.gov))  
2162 Rayburn House Office Bldg.  
Washington, DC 20515 (202) 225-1784

#### **Congressional District 5:**

Virginia Foxx ([foxx.house.gov](http://foxx.house.gov))  
1230 Longworth House Office Bldg.  
Washington, DC 20515 (202) 225-2071

#### **Congressional District 6:**

Howard Coble ([coble.house.gov](http://coble.house.gov))  
2188 Rayburn House Office Bldg.  
Washington, DC 20515 (202) 225-3065

#### **Congressional District 7:**

Mike McIntyre ([mcintyre.house.gov](http://mcintyre.house.gov)) 2133 Rayburn House Office Building  
Washington, DC 20515 (202) 225- 2731

#### **Congressional District 8:**

Richard Hudson ([hudson.house.gov](http://hudson.house.gov))  
429 Cannon House Office Bldg  
Washington, DC 20515 (202) 225-3715

#### **Congressional District 9:**

Robert Pittenger ([pittenger.house.gov](http://pittenger.house.gov)) 224 Cannon House Office Bldg.  
Washington, DC 20515 (202) 225-1976

#### **Congress. District 10:**

Patrick McHenry ([mchenry.house.gov](http://mchenry.house.gov))  
2334 Rayburn House Office Building  
Washington, DC 20515 (202) 225-2576

#### **Congress. District 11:**

Mark Meadows ([meadows.house.gov](http://meadows.house.gov))  
1516 Longworth House Office Bldg.  
Washington, DC 20515 (202) 225-6401

#### **Congress. District 12:**

Melvin Watt ([watt.house.gov](http://watt.house.gov))  
2304 Rayburn House Office Bldg.  
Washington, DC 20515 (202) 225-1510

#### **Congress. District 13:**

George Holding ([holding.house.gov](http://holding.house.gov))  
507 Cannon House Office Building  
Washington, DC 20515 (202) 225-3032

**NOTE:** You may reach any of your legislators by calling the Capital Switchboard at (866) 220-0044 and ask for your Congressional Representative by name. You may also use the toll free hotline at (877) 217-8234.

# NRLCA Votes for Removal of Postmaster General Donahoe



National Rural Letter Carriers' Association

## NEWS RELEASE

**For Immediate Release**

**Release No. 13-1**

[www.nrlca.org](http://www.nrlca.org)

**Contact:** Mike Uehlein, [m.uehlein@nrlca.org](mailto:m.uehlein@nrlca.org), 703-303-5683

WASHINGTON, D.C. - Today, the Executive Board of the National Rural Letter Carriers Association (NRLCA) held a vote of "no confidence" in Postmaster General Patrick Donahoe. The Board voted unanimously to call for the immediate removal of Postmaster General Donahoe. NRLCA President Jeanette P. Dwyer stated:

"The declaration today by Postmaster General Donahoe that the Postal Service intends to unilaterally reduce mail delivery from six to five days per week is truly reprehensible and irresponsible. At a time when the Postal Service should be expanding its business, this action, which is contrary to the current wishes of Congress, will certainly result in the death spiral of the Postal Service. Loyal customers will find other means to send and receive mail and Postal Service competitors will be happy to fill the void left by the Postal Service's unilateral decision.

"The Postmaster General's announcement would not only circumvent the established legislative process, it will also jeopardize the Postal Service's enviable standard of service, which is relied upon by millions of American families nationwide, especially in rural communities. Those rural families' livelihoods often depend on efficient, six-day-per-week mail delivery for communications and delivery. A great many customers rely on the Postal Service to deliver prescription medications and important financial papers and other transactions. Many other citizens and businesses rely on Saturday mail delivery for the collection of outgoing invoices and materials, especially in rural areas that lack broadband internet access and other delivery methods.

"Though Congressional inaction has left the Postal Service drowning in red ink, today's announcement by the Postmaster General is essentially a declaration that the Postal Service does not believe that it is subject to existing law or the Congressional budget process. To take this action unilaterally and without reasoned legal justification puts the entire Postal Service at risk and is ample reason for the Postmaster's immediate removal. Congress still makes the law of the land. All citizens, companies, and even the government, including the United States Postal Service, must obey the law. The Postmaster General simply cannot decide to ignore laws when he thinks it's convenient for the Postal Service to do so."

"Rest assured that the NRLCA is currently assessing its legal and political options to challenge this action and will act forcefully when the time is right. Meanwhile, I call upon all rural carriers to join in the urgent cause of contacting their elected officials to alert them to the potentially disastrous consequences of the Postmaster General's plan."

## GUIDELINES FOR SELECTION OF OUTSTANDING CARRIER

### **Method of Selection**

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

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

### **Eligibility for Award**

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

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

### **III. Criteria for Selection**

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

- (a) The service rendered by the candidate to the Rural Letter Carriers' Association;
- (b) Attendance and participation in local, state and national meetings;
- (c) Willingness to accept responsibilities and dedication in performing those duties;
- (d) Fraternal Attitude to others of the Rural Carrier Craft.

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

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

### **IV. Presentation of Award**

When each State Association has made its selection, the name of the candidate shall be reported to the National Office by the State Secretary on the regular Annual Report. An appropriate award will be presented by the National Rural Letter Carriers' Association at its National Convention.

### **V. Other**

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

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

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

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

Sandy Wilson  
594 Motsinger Rd  
Thomasville, NC 27360-8183

Ronald L Lineberger  
3668 Startown Rd  
Maiden, NC 28650-8722

Van Heath  
25722 US Hwy 64  
Jamesville, NC 27846-9272

**NORTH CAROLINA AUXILIARY  
OFFICERS**

**PRESIDENT**

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

**VICE PRESIDENT**

**MR. BARRY CORRIHER**  
445 Corriher Gravel Road  
China Grove, NC 28023-9497  
704-855-2629

**SEC./TREAS.**

**MRS. SUE KELLY**  
7661 Wilkins Drive  
Fayetteville, NC 28311-9361  
910-488-5424

**EXECUTIVE COMMITTEE**

**MRS. PEGGY SIMMONS**  
5418 Seven Creeks Hwy.  
Nakina, NC 28455-9073  
910-642-3754

**MRS. NORMA WILLIFORD**  
511 Old Goldsboro Road  
Newton Grove, NC 28366  
910-594-0433

**MR. LINWOOD SMITH**  
1008 Dowling Road  
Raleigh, NC 27610-4419  
919-212-1564

**CHAPLAIN**

**MRS. CAROLYN WARD**  
3951 Virginia Rd  
Tyner, NC 29780-9797  
252-221-4683

**PROVIDENT GUILD**

**MR. CHARLES ADAMS**  
1940 Shawtown Road  
Glade Valley, NC 28627-9161  
336-657-8962

**HISTORIAN**

**HARRIET P. LINEBERGER**  
3668 Startown Road  
Maiden, NC 28650-8722  
704-732-1604

**JUNIOR SPONSOR**

**MRS. SARAH STEWART**  
251 Cedar Drive  
Stoneville, NC 27048-841  
336-427-3675

**PAST PRESIDENT**

**MR. BARRY CORRIHER**  
445 Corriher Gravel Road  
China Grove, NC 28023-9497  
704-855-2629



**Auxiliary News**

Hi Everyone!

Spring is coming shortly and so is the March 1st deadline for postmarks on the envelopes of the National Auxiliary Scholarships. There are seven scholarships that are being controlled by members of the National Auxiliary Board. If you have not completed your application, please apply and have you scholarship postmarked on or before March 1, 2013. Please make sure all questions are answered. Write today for applications to Lavern Clithero, Auxiliary Executive Board Member, P. O. Box 294, Junction City, OR. 97448-0294. **REMEMBER TO RETURN TO THE NATIONAL BOARD MEMBER LISTED ON THE BACK OF EACH APPLICATION AND POSTMARKED NO LATER THAN MARCH 1, 2013.**

In North Carolina, applications are also being taken for scholarships with possibly ten scholarships to be given away. Applications can be obtained from Mrs. Sue Kelly, 7661 Wilkins Drive, Fayetteville, North Carolina 28311-93691 or by calling her at 1-910-488-5424. These applications must be turned in by June 1, 2013.

It has been announced how you can visit the National Auxiliary webpage of the NRLCA (it is not necessary to log in): Go to [nrlca.org](http://nrlca.org) ( see dropdown on left side of page.....Click on National & State Officers.....Click on NRLCA National Auxiliary...View the items listed.

The Program of Love is still continuing to sell the products we are offering and helping make aware the program of DEBRA. Thank you and everyone for your support this year.

Kay Carter,  
Auxiliary President of the NRLCA

**Auxiliary Member of the Year**

Each year, the North Carolina Rural Letter Carriers Auxiliary chooses a member of the year. Your nomination should be sent to Sue Kelly, Auxiliary Secretary-Treasurer, see her address on the left. The nomination should be mailed by June 1. With the name of the nominee, include information about this member including activities in the auxiliary as well as other activities, church, hobbies, family, etc.

## NCRLCA Dues for 2010-2011

- Regular...Cash.....\$559.00
- 1187...Bi-Weekly.....\$21.50
- Retired.....Cash.....\$97.00
- 1187R...Monthly.....\$8.08
- 73, RCA, RCR.....Cash.....\$188.00
- 1187.....Bi-Weekly.....\$7.23

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership form should be mailed to Ronald L Lineberger, Secretary/Treasurer. The address is listed on page two.

**NOTE:** "Dues, assessments, contributions or gifts to NCRLCA are not deductible as charitable contributions for federal income tax purposes."

## POLITICAL ACTION FUND

Contributions are needed for the NCRLCA lobbying effort. The fund is used to maintain friendly relations with members of Congress, to preserve your fringe benefits and work practices, affecting the welfare of each rural letter carrier, substitute, PTF, RCA, RCR, retired carrier and their families.

Make checks payable to the NCRLCA PAC Fund and mail to:

Van Robert Heath  
PAC Chairman

Address in on page two

Upon receipt of \$5.00 or more, you will receive a membership card.

Please return this form with your contribution.

NAME \_\_\_\_\_  
 ADDRESS \_\_\_\_\_  
 CITY \_\_\_\_\_  
 STATE \_\_\_\_\_ ZIP \_\_\_\_\_  
 DISTRICT \_\_\_\_\_ # \_\_\_\_\_

**CIRCLE ONE**

REGULAR                  RETIRED                  SUBSTITUTE

### MEMBERSHIP

If you have forgotten to pay your membership dues for the next year, please do so immediately. If your dues are delinquent, it could affect your Rural Carrier Benefit Plan. The most convenient way to pay is to sign a "dues withholding" form (1187 or 1187R for retirees). If you need a form, please contact a board member. Regular and substitutes can sign a form NOW.

### March 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Pay Day	2
3	4	5	6	7	8	9 PP-07
10 Daylight Savings	11	12	13	14	15 Pay Day	16
17	18	19	20 Spring Begins	21	22	23 PP-08
24	25	26	27	28	29 Pay Day	30
31						

### April 2013

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6 PP-09
7	8	9	10	11	12 Pay Day	13
14	15	16	17	18	19	20 PP-10
21	22	23	24	25	26 Pay Day	27
28	29	30				

## TIME SENSITIVE MATERIAL

NON-PROFIT  
 ORGANIZATION US  
 POSTAGE PAID  
 VALE, NC  
 28168  
 PERMIT NUMBER  
 41

