



NORTH CAROLINA



RURAL CARRIER

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

Volume 30

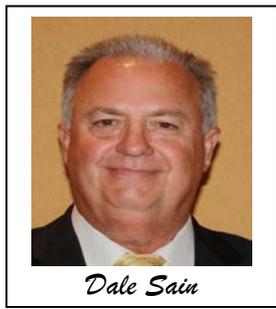
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July/August 2013

President's Message



Dale Sain

Dear Fellow Rural Carriers,

This is my first message to you as your newly elected President. First, I want to thank the delegation at our recent State Convention in Cherokee for this distinct honor. Please believe me when I tell you I do not take this responsibility lightly. My promise to you is to do the very best job I possibly can during the coming year to represent you and promote your interests. By the way, you

missed a great convention if you weren't with us in Cherokee. We had really good attendance there with lots of old friends present, and many First Timers as well. The PAC Auction and meal were lots of fun and we raised significant funds for PAC and the National office campaigns of Jeanette and Dennis.

Next, I want to thank some people who have been a great influence on me these past four years that I've served on your State Board. Brenda White and Derek Harpe have done an outstanding job navigating this union through some very tough financial times. They deserve all of our appreciation and thanks for the leadership and their excellent stewardship of our finances. Ronald Lineberger, Carl Kelly, and Daniel Caudle have been great to work with and I so appreciate their friendship and support. Most especially I want to thank my wife Paula and my sons Benjamin and Jesse for their love, support and patience.

(Continued on page 7)

2013-2014 State Board, Elected at State Convention in Cherokee

From left to right: President, Dale Sain; Vice-President, Daniel Caudle; Secretary/Treasurer, Ronald Lineberger; Executive Committee, Vicki Gray, Brenda Prevatte, Mitch Reece.



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Brushy Mountain	3	Alleghany County	4	Alamance	1
Ashe	6	Roanoke Chowan	7	Wake County	24
Smokey Mountain	11	Southeastern	8	Yadkin River	26
French Broad	31	Five County	28	Cleveland/Gaston	29
Person	41	McDowell/Mt. Mitchell	36	Randolph County	42
Piedmont	50	Orange County	39	Tidewater	52
Tar River	51	Rutherford Polk	47	Union County	54

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Albemarle	2	Peach Belt	5	Durham County	12
Caswell County	14	Burke/Caldwell	9	Catawba/Lincoln	15
Guilford County	30	Foothills	10	Central Carolina	16
Mecklenburg County	38	Tri-County	25	Cumberland/Hoke	20
Roanoke	44	Harnett County	32	Sea Level	23
Watauga/Avery	57	Johnston County	34	Rockingham County	46
		Wayne County	56		

Appointed Officers

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**MAIL NEWS ITEMS BY 10TH OF MONTH
and Address Changes**

**TO:
RONALD L. LINEBERGER**

3668 Startown Rd.
Maiden, NC 28650-8722
Phone 704-732-1604
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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. District Representatives Conley and Suttles are unassigned and will attend as many district meetings as their schedule permits.

Obituaries

James Duncan “Whitey” Bridgers, 79, of Creeksville died Sunday, May 5, 2013.

A native of Northampton County he was a retired farmer and rural letter carrier with the United States Postal Service for the Conway area and as a lifelong member of Creeksville Baptist Church, he had served as Deacon, Church Secretary, R.A.’s Leader, Sunday School Teacher and a member of the Church Choir. He was a member of the Roanoke Chowan Wildlife Club and was seen as a “Gentle Giant” who loved to hunt rabbits and enjoyed sports.

Preceded in death by his first wife, Marion Burgess Bridgers; daughter, Jonie B. Smith; and parents, Enoch and Mable Barnes Bridgers, he is survived by his wife, Lou Cooke Bridgers; four children, James “Jimmy” Bridgers, Jr., and James Dale Bridgers, Benita B. Lassiter, and Paula B. Massey; two step children, Lori C. Powell and William Glen Cooke; six grandchildren; six step grandchildren; four great grandchildren; four step great grandchildren; one sister, Myrtie Lanier and a niece and nephew.

Mrs. Bettie Jeanne Walkup Garnes, 61 of Raeford died Tuesday May 28, 2013.

Bettie was preceded in death by her son Daryel Garnes, Jr. and her brother Robert Michael Walkup. She was employed by the US Postal Service as a rural letter carrier on route 14, Raeford.

She is survived by her husband of 44 years Daryel Garnes; two sons, Alex S. Garnes and Jeff D Garnes; two brothers Joe Walkup and Tim Walkup; four sisters, Peggy Bowles, Suzy Walkup, Patti Foster and Cindy Walkup and three grandchildren.

Luby A. Jackson, Jr., 70, of Newton Grove died Sunday, May 26, 2013.

The funeral was held Thursday, May 30, at 6 p.m., at Newton Grove Baptist Church, with the Rev. C.H. Lee and the Rev. Brett Cody officiating. A graveside service was held Friday, May 31, at Unity Presbyterian Church Cemetery, Newton Grove.

He is survived by his wife, Edna P. Jackson of the home; a daughter and son-in-law, Rhonda and Gene West of Newton Grove; a son and daughter-in-law, William and Jerrie Jackson of Whiteville; grandchildren, Matthew and Rachel West of Newton Grove and Lorna, Wesley and Taylor

Jackson of Whiteville; and a sister and brother-in-law, Louise and Mack Preddy of Clinton.

Dennis Alton Manning, 81, of Greenville passed away Sunday, June 2, 2013.

Mr. Manning was a graduate of Belvoir/Falkland High School. He married his high school sweetheart, Mildred Sutton, and celebrated their 62nd anniversary on the day of his death. He proudly served his country as an Army medic during the Korean War. He owned and operated a farm for over 35 years and worked both as a substitute and a full-time rural letter carrier for the U.S. Postal Service for 31 years, retiring in 1991. He was a member of Unity Free Will Baptist Church where he faithfully served as head usher, occasionally taught his men's Sunday School class, and was a vital member of the Men's Fellowship. He also worked at the Pitt County Fair for over 20 years and in various capacities.

Few things pleased Dennis more than growing fruits and vegetables and catching fish and giving most of them away to neighbors, family and friends. The apples of his eyes were his children and grandchildren. Feeding them, making them laugh, and cheering them in sports were constant highlights of his life.

He is survived by his wife, Mildred Sutton Manning; sons, Jeff Manning, and Rex Manning; daughter, Susan Tugwell; seven grandchildren; four sisters, and several special nieces and nephews.

Jacob “Jake” Monroe Nifong, 79, of Pfafftown died on Tuesday, June 4, 2013.

Jake loved the outdoors and enjoyed vegetable gardening, bird watching, hiking, fishing, bee keeping, cutting down and pruning trees, and splitting wood. He was a loving husband, father, grandfather, brother, and friend to many.

Jake excelled as an athlete at Lewisville High School (class of 52), playing varsity football, basketball, and baseball. He went on to serve in the U.S. Army in Germany for two years, and next worked as a machinist for RJR. Jake was appointed Pfafftown’s Postmaster in 1964 and later became a rural letter carrier. He retired from the Post Office in 1992 after 30 years of service.

Jake was a long time member of Pfafftown Christian Church, where he served as a board chairman, an elder, and a youth advisor. An active member of the Vienna Civic Club, Jake spent many hours serving at their food booth at the Dixie

Classic Fair to raise funds for community projects. Jake was instrumental in clearing the land for and building Pfafftown's West Central Community Center in 1968, and he served on its board of directors for many years. Jake loved serving his church and his community as well as helping individuals.

Surviving are his wife of 56 years, Evelyn Goslen Nifong and their three children: Harry M. Nifong, Cathy Nifong Kolstad, and Mary Evelyn Lockhart; and their five grandchildren: Jacob Michael Nifong, Erin Catherine Kolstad, Molly Elizabeth Kolstad, Joshua Jacob Lockhart, and Caleb Jeremiah Lockhart. Also surviving are his sisters Pat Wishon and Martha Walsh, sister in law Agnes Nifong, and several nieces and nephews.

James "Jim" Harvey Saunders, of Catawba, NC died on July 5, 2013 at the age of 90.

Jim was born on September 3, 1922 to the late Joseph and Rosa Saunders of Long Island, NC. Jim served in the Air Force during WWII between 1942 and 1946. He was the youngest of six brothers serving in WWII. He attended Seymour Johnson Aircraft & Engine School, later going on to Santa Monica, CA, Douglas Aircraft School, graduating in 1943. His training continued in the Congaree, SC Air Base, Myrtle Beach Air Base, Dover, Delaware Air Base, Langley Field, VA and Chanute Air Force Base in Illinois. After the war, he was employed with Hickory Electric. In 1947 he started employment for the US Postal Service in Catawba, NC, where he was a dedicated rural letter carrier for all patrons, and continued until his retirement in 1987. He was a member of Hopewell United Methodist Church and served in various capacities over the years. Jim was a member of the Catawba Lions Club, Riverside Masonic Lodge #606, Oasis Shrine, and 50 year life time member of the American Legion Post 48. Jim was actively involved with various charitable organizations. He also enjoyed gardening and traveling, as well as the lake and outdoor life.

Jim is survived by his wife of 69 years, Nancy Gabriel Saunders; his son, Jim Saunders, Jr., and granddaughter, Alex. Additional survivors include one brother and one sister, and many very special nieces and nephews.

Chaplain's Message Doug Byrum, Chaplain

God's Presence Read Psalm 139:1-12

The Psalmist wrote, "*Where can I go from your spirit? Or where can I flee from your presence?*"

Psalm 139: 7 (NRSV)

A few days ago I had a conversation with a friend about the tangible presence of God in our lives. My friend said that although he believed completely in God, Jesus, and the Holy Spirit, he didn't really experience God in his daily life. After we parted, I couldn't get his words out of my mind.

Do I sense God's presence with me each day? I asked myself. I felt that I always could count on the Holy Spirit's comfort when I was stressed and that I could ask for help. My spirit would always rejoice during the worship service in my church. And I always had a sense of God's presence when I was engaged in Christian service such as missions or teaching Sunday school. But I had to admit that I really did not feel God's presence during my normal everyday routine.

Scripture teaches us that God is always with us. I also knew that the Holy Spirit guides us into all truth. I finally realized that guidance was available for me every second of every day if I would just open my eyes and look for it. Now I experience God's presence every day by noticing opportunities to help others at every turn. I can do this at home and everywhere that my day-to-day activities take me.

Prayer: Dear God, teach us to be aware of your presence with us at all times and in all our daily activities. Amen.

Thought for the Day: Where can I see God's presence in my life today?

Prayer Focus: Someone who doesn't know God yet.





RCHBP
Brenda Prevatte

Beat the Heat & Protect Yourself in the Sun

Getting too hot can make you sick, it can even kill you! What are the causes of Heat Illness, how can we prevent it. What do we do if we or someone that is around us is suffering from a heat illness?

What are the causes of a heat illness?

The body is unable to cool its self through the circulating of blood to the skin and through sweating is what causes these serious heat-related illnesses.

- Death
- Heat exhaustion
- Heat cramps
- Heat rash

What are the causes to keep the body from doing its job?

- High temperature and humidity
- Direct sun exposure
- No breeze or wind
- Low liquid intake
- Heavy physical labor
- Waterproof clothing
- No recent exposure to hot places

The way to prevent heat-related illness is to follow very easy steps which are water, rest, shade. I know you are laughing now, the water, we can do out on our routes, but rest and shade are sometimes harder to do, but if you feel you are getting too hot pull over under that shade tree for a few minutes. Drink some water and rest for even five minutes will help. You need at least 1pint. of water every hour to help your body stay cool.

Symptoms of Heat Stroke

- Confused, unable to think clearly
- Passes out or collapses
- Seizures (fits)
- May stop sweating

Symptoms of Heat Exhaustion

- Headache, dizziness or fainting
- Weakness and wet skin
- Irritability or confusion
- Thirst, nausea or vomiting

What to do in case of a Heat-related Illness

Heat Stroke

- Call 911
- While waiting for help place person in shady, cool area
- Loosen clothing remove outer clothing
- Fan air on person
- Cool packs in armpits
- Wet with cool water, apply ice packs, cool compress or ice if available
- Provide fluids (water) as soon as possible
- Stay with person until help arrives

Heat Exhaustion

- Have person sit or lie down in a cool shady area
- Give plenty of water
- Cool them down with cold compress/ice packs
- Take them to clinic or emergency room for medical evaluation
- Do not return to work that day

Heat Cramps

- Have person rest in shady, cool area
- Should drink plenty of water
- Wait a few hours before returning to strenuous work
- Seek medical attention if cramps don't go away

Remember this is just a guide, always seek medical help.

Protecting you in the sun!

Sunlight contains ultraviolet radiation; this is what causes damage to our skin. This damage can be premature aging, wrinkles, cataracts and skin cancer.

The amount of damage depends on several factors, such as the strength of the light, the time of exposure, and whether the skin is protected. Sun exposure can cause skin cancer at any age. So those of us or our family members need to be extra careful if we burn easy, have freckles, fair skin, and blond, red or light brown hair.

It is important to check yourself monthly, because if skin cancer can be detected early, it can almost be cured! It's important to know the warning signs of skin cancer.

- Spot on the skin that is changing in size and shape or color during a period of a month or two
- Skin cancer often takes the following forms
 - ✓ Pale, wax-like, pearly nodules
 - ✓ Red, scaly, sharply outlined patches
 - ✓ Sores that don't heal
 - ✓ Small, mole-like growths- melanoma, the most serious type of skin cancer

If you see such changes seek medical attention immediately.

How to Block out UV Rays

- Cover up-wear tightly woven clothing

- Sunscreen-A sunscreen factor of at least 15 blocks 93 percent of UV Rays
- Wear Hat-A wide brim (not baseball) that helps protect the neck, ears, eyes, forehead, nose, and scalp
- Wear UV absorbent shades- They don't have to be expensive just need to say that block 99 to 100% UVA & UVB radiation
- Limit exposure-UV Rays are more intense during 10am and 4pm. If you not sure if the rays are intense take the shadow test:
 - ✓ If your shadow is shorter than you, the sun rays are at the days strongest.

Information gathered for this article is from the OSHA.gov web site and various medical web sites.

Brenda Prevatte, Executive Committee



Be Prepared!

The National Oceanic and Atmospheric Administration, NOAA for short, has predicted that we will have a very active hurricane season this year. The NOAA is forecasting that there will be between 13 and 20 named tropical storms this year. They predict that 7 to 11 could become hurricanes with 3 to 6 of them becoming major hurricanes of Category 3 or above. These storms can cause damage inland as well as along the coastlines. The devastation caused by Sandy last year reminds us all of the damage that can be brought by a single storm.

I am writing this to remind all of you to be prepared. There are just three simple steps to take to prepare for a hurricane.

Step One

Have a family plan. Chances are everyone will not be at home when disaster strikes. Have a plan in place so that everyone knows where to go. Choose two different meeting places outside of your home. Have one of them be a local spot, a neighbor, a local church or landmark for example. Have the second place be outside of your

neighborhood. This is in case you cannot get to or are not allowed in the area. This could be a friend in a nearby town, a school or a local shelter.

Have an out of town point of contact for everyone to call in case you do get separated. Make sure everyone knows this phone number. Remember cell phone towers and phone lines can be damaged by storms also. Calls made out of the area can sometimes go through when local calls may not.

Step Two

Make an emergency kit. Put everything in backpacks or duffle bags so they are easy to grab and go if you need to leave the house. Store this kit where it can easily be located, even in the dark. Make sure everyone knows where it is. I have my backpacks stored in a large waterproof trunk in the garage. Below is a list of supplies for your emergency kit.

Step Three

Know where your local shelters are located. Find out where you should go in case of an emergency. If you have pets find out where you can take them if the need arises. Some shelters allow pets but most do not. Make plans for them also.

Your Emergency kit

- * 3 day supply of water--one gallon per person per day
- * 3 day supply of food--non-perishable, ready to eat, no water required, low sodium preferred
- * First aid kit
- * Flashlights, with extra batteries
- * NWR radio with extra batteries
- * Transistor radio with extra batteries
- * One blanket or sleeping bag per person
- * Prescriptions, OTC medicines, extra pair of glasses
- * One change of clothes and a jacket per person
- * One extra pair of shoes per person
- * Toiletries (hand sanitizer, moist wipes, etc.)
- * Manual can opener
- * Games, books, small toys
- * Diapers, baby food, ready to use formula, bottles

- * Cash—ATMs and credit card machines do not work if the power is out
- * Garbage bags
- * 3 day supply of pet food and water

Extra supplies that are good to have are

- * Matches, candles
- * Paper plates, cups, towels and plastic utensils
- * Paper and pencil
- * Copy of insurance policies
- * Copy of contact list

By having a family plan and an emergency kit you and your family will be ready to face any upcoming emergency. You will be less anxious knowing that your children know what to do and who to contact if you are separated. Your children will not feel as afraid and lost and more in control knowing that they have someone they can call if they can't contact you.

I could go on and on about getting ready for a hurricane. This article is about what to have in place **before** something happens. My hope is that you never have to use these plans. I do hope that you take the time to put them in place in case the need does arise. **Just be prepared!**

Vicki Gray, Executive Committee

process. I have already been made aware of delays in processing by OPM by some recently retired carriers. Hopefully, this issue will be resolved in the future.

There is also a link to retirement issues on the What's New page (Postal Retirement Q&A May 2013) on our state website. If you have any questions, I look forward to hearing from you.

President's Message

(Dale Sain, continued from page 1)

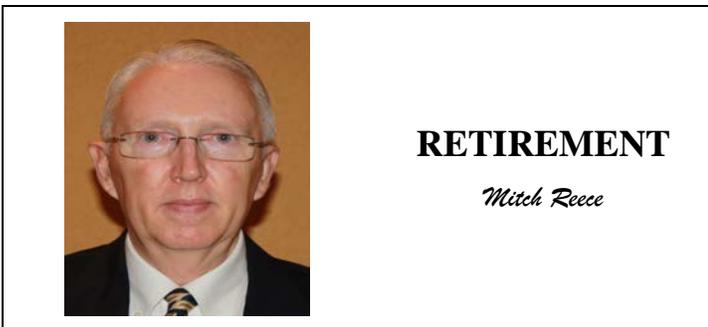
Folks, this is why we do what we do, to provide a better life and livelihood for our families. Please, never forget what's really important.

Now, I want to share some information with you from our National PAC and our legislative folks at Headquarters. You are likely all aware of our grassroots efforts these last few years encouraging you as individuals to contact your Congressmen and Senators when legislation is pending that is pertinent to us. We are now embarking on a "Grasstops" campaign. Simply put, this is an effort to identify key and influential people in your community that you as members and carriers may already know. By garnering the support of these people, we can increase our visibility and voice in Washington. Here are a few examples of folks that we would encourage you to contact:

- ☞ Local Government Officials
- ☞ State Senators and Representatives
- ☞ CEO's and officers of local businesses that rely on the USPS
- ☞ Leading NC politicians
- ☞ Retired Elected Officials
- ☞ Union Leaders
- ☞ Local Businessmen and Professionals
- ☞ Political Party leaders
- ☞ Political Activists and other community leaders.

Please review the above and send me a list of your local people of influence along with their contact information (phone number, address) if possible. I know that many of you (myself included) find some aspects of the political process unappealing, but we need additional resources and voices to help us educate and influence Washington. There has never been a more urgent need for action. Contact me via mail (P.O. Box 52, Vale NC 28168), or email me at DaleSain@gmail.com.

God Bless, and I hope to see all of our delegates as well as many other friends in St. Louis.



This is my first article in a series addressing the goal that we all hope to achieve: retirement. I have just begun to scratch the surface on the subject. There is so much to learn, so try to be understanding. The biggest thing that I can emphasize at this point is good planning. If you are even considering retiring, start planning now. The information available to you can take a while to gather, so plan ahead.

Since we have carriers that are covered by both Civil Service and FERS, I will try to relay information on both retirement systems. I will be attending both seminars at the national convention to learn more. I also plan to attend the Thrift Savings Plan seminar, if possible, since that affects most of us.

The more informed you are regarding your situation in preparing for retirement should help the



A Good Year For Your PAC

Our State Convention is now behind us and the attendees at the convention were very generous in support of YOUR PAC. There were a lot of people that helped to make our fundraising for PAC a success and I want to thank them for all of their hard work.

We had our barbecue dinner before the auction. Friends and family of Dennis Conley turned out to make our dinner a success. Willard Barrett cooked the pig and helped to serve it. Willard and I had a good laugh when I told him his pig was good enough to be downeast barbecue. Willard was assisted by his son, Jeff Barrett and his grandson, Josh Barrett.

The kitchen was manned by Sherry Cook, Tex & Carol Corbin, Alvin & Doris Doster and Calvin Conley. The magnificent sourdough bread was made by Gloria Thun.

Claire Glass and Doretha Wagoner collected donations for the dinner.

After the dinner, an auction was held to raise funds for our two members running for national office.

After that auction we held the drawing for our PAC Raffle. Diane Yost of the Atlanta Postal Credit Union drew the winners:

- \$100 Christine Laney
- \$150 Frederick Boege
- \$250 Dennis Conley

I believe this was the first time that only one winner was present. We got his winnings back in the auction. I mailed money orders to the other two the day after I returned home.

Next came the auction officiated over by auctioneer extraordinaire Lonnie Thigpen. Lonnie stopped by for the auction on his way to a babysitting gig in Chicago. Ain't retirement grand?

Our regular Vannas were with us this year. Donald Ayscue and Harold Norris displayed and delivered items for the auction.

Rhonda Sears recorded the winning bids, and collections were handled by National Auxiliary

President Kay Carter and former State President Lynn Adams.

Helping me receipt all the items donated for the auction were Donald Ayscue, Carolyn Dixon and my wife, Roanoke Heath.

It takes a lot of people to make a dinner and an auction a success. I thank everyone for their help and I appreciate everyone hanging out so late for the auction. With the dinner and two auctions we were eleven o'clock finishing up. The day after the convention, Kay Carter and I got together to finish the tally for the auction. Thank you Kay and thank you to everyone that participated.

ATTENTION ALL NATIONAL DELEGATES

I will be looking for you to turn out big at the National Convention. We have something new this year. National President Dwyer has informed me that we will be taking donations by Credit Cards and Debit Cards this year. This will be a first for our association. Checks are still welcome and cash is always our friend. No matter how you choose to donate, the important thing is that you do donate.

You may go to the PAC Table at any time. All donations made by members of the North Carolina delegation will be credited to North Carolina. It does not matter what state's PAC chair actually takes your donation.

I had almost forgotten a very important bit of information. When I finished the tally we had raised **\$11,857** at our convention. Our total for the entire PAC year is now over **\$35,000**. I will not know the exact amount until I arrive in St. Louis. I will report in the next issue of NCRC.

While we did have a good year, it will continue to take a lot of PAC money to continue the fight on Capitol Hill. Upper management has made it clear they plan to continue moving toward 5-day

delivery. We won a battle a couple of months ago but the war continues. Please continue to support your PAC and those of you that have not supported your PAC in the past, step up to the plate and make a donation. It's my future. It's your future and it's the future of everyone you know that works for the U.S. Postal Service.

We desperately need your financial support to keep our lobbyists working on Capitol Hill and ---- if you have not called your member of Congress and both Senators to voice your support of six day delivery; WHY THE HECK NOT? This IS an election year and one of our Senators is up for re-election and every member of the House as well. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.

NC Membership 4672
NC PAC Donors 254 (5.44%)
Members missing 4418 (94.56%)

5.44% of our members are carrying a lot for the rest of us. That is just one out of twenty. 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 will hit \$500 or \$1000 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: yheath@embarqmail.com

**For internet security, when emailing,
Subject line should read "PAC"**

2012-2013 PAC Donor List

PLATINUM Level (\$1500+)

Danny Caudle
Jeanette Dwyer
Ronald Lineberger

DIAMOND Level (\$1000+)

Dennis Conley
Derek Harpe
Van Heath
Robin Hoyle

RUBY Level (\$500-999)

Heather Cook
Sally Corriher
Ken Frazier
Brenda Johnson
Connie Lindsay
Debbie Neal
Brenda Prevatte
Jimmie Reavis
Lonnie Thigpen

How Can I Contribute?

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



PAC Donor List

ELITE Level (\$250-499)

Lynn Adams
Donald Ayscue
Carol Bain
Chris Barber
Tom Brown
Van Carter
Carolyn Dixon
Phillip Fulwood
Sherri Garland
Brenda Gibbs
Claire Glass
Vicki Gray
Cathy Hogan
Eileen Jensen
Bryan Hudgins
Carl Kelly
Doil Killmon
Christine Laney
Sue Ligon
Mitch Reece
Dale Sain
Rhonda Sears
Lynn Shoe
Mike Shue
Barbara Smith
Charles Stewart
Doretha Wagoner
Betty Westbrook
Brenda White
Joseph Whitley

EXECUTIVE Level (\$100-249)

Robert Alexander
Terry Bell
Debbie Bennett
David Boege
Sheletha Brown
Doug Byrum
Bud Cale
Kay Carter
Mack Caudell
James Comer
Lola Erexson
Rebecca Franks

EXECUTIVE Level (\$100-249)

(continued)
Louise Fulwood
Robert Greenwood
Robert Gurganus
Stanley Howell
Bonnie Johnson
Kelly Futch
Janet Kight
Harry Kirk
Harold Knight
Melissa Liverman
Jim Morrison
Charlotte Moser
Harold Norris
Love Page
Kim Ranker
Clarence Rogers
Laurie Ross
Donald Sellers
James Simmons
Bethany Small
Aubrey Solomon
Alfred Stallings
Frank Suttles
Linda Sweezy
Patricia Temple
Dianna Valente
Ann Voliva
Pete Williford
Moye Woolard

LEADERSHIP Level (\$50-99)

Mary Lou Alligood
Chris Barber
Stanley Barnes
Brenda Bateman
Bobbie Battle
Jennings Bellamy
Wanda Biles
Phyllis Black
Larry Blythe
Dianne Boone
Henry Bottoms
Agnes Brinn
James Brooks

Joe Brown
Cynthia Bunch
John Byrum
Kerry Carawan
Michael Caswell
Dawn Chambers
James Cole
Judy DiBacco (Friend)
Jeff Essick
Dean Eubanks
Don Gottshall
William Hardy III
Donna Hazel
Annette Heisler
James Holmes
Jerry Huffines
Terry Huffines
Margaret Hutchens
Crystal Jennette
Angie Jones
Mary Josewitz
Barbara Mesimer
Nancy Mills
Ivy Monger
Willia Moore
Gail Naillon
Bonnie Nichols
Roberta Rauen
Ellen Reavis
Cecil Riley
Thomas Rolin
Kermit Sholar
Kaye Smith
Roger Southern
Monica Vernon
Pam White
Leah Whitsett

SUPPORTER Level (\$5-49)

Mayumi Alexander
Shirley Alston
Elaine Althoff
Bill Bailey
Danny Beasley
Timothy Beddingfield
Robert Black

SUPPORTER Level (\$5-49)

(continued)

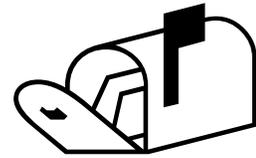
Scott Beoglin
Mary Bohanon
Val Bridgers
Wertie Brown
Mayumi Alexander
Shirley Alston
Elaine Althoff
Bill Bailey
Danny Beasley
Timothy Beddingfield
Robert Black
Scott Beoglin
Mary Bohanon
Val Bridgers
Wertie Brown
Jesse Bunch
Bo Carroll
Dawn Chambers
Merlie Chapman
Rebecca Cockrell
Michael Cogdell
Terry Cook
Ulys Cook
Jackie Corey
Avis Creech-Davis
James Crowell Sr
Karen Davis
Lula Davis
Chris Derrick
Marvin Downing
Ron Dry
Vivian Earley
Odessa Elliott
Kay Elswick
Barbara Ewing
Betsy Freeman
Maxine Gardner
Pamela Geouge
Leo Goodman
Paula Gorman
Kay Gray
Joann Gurganus
Arlenea Hair
Charles Hall
Hal Hallman
Sharon Hardin
Nancy Hargrave
Grayling Harrington
Jeannette Heath
Antoinette Henne
Clyde Hicks
Frank Hines
Richard Huddleston
Nancie Hunnicutt

SUPPORTER Level (\$5-49)

(continued)

Priscilla Hyatt
Judy Jones
Robert Kribs
Dana Lanier
Margaret Lassiter
Mildred Leggett
Ann Leonard
Sara Leonhardt
Dennis Manning
Wendy Markham
Jane Marriner
Jadwiga McClelland
Allie McKeithan
Jarrod McKinney
Linda McMahan
Michael McQueen
Natalie McVay
Jesse Metcalf
Norbert Mildner
Sharon Moore
Robin Newcomb
Kathy Nicholson
Kenneth Nicholson
James Nixon
Nancy Odham
Prennis Page
Etta Palmer
Charles Parker
Laura Parlier
Virginia Patterson
Edward Pearce
James Poole
Roberta Rauen
Leo Preddy
Barbara Robinson
Rose Rodgers
Betty Roller
Laura Ruiz
Rebecca Rumbough
Sharon Rush
Archibald Russell
Samuel Russell
Joseph Shaver
Latoya Shine
David Simpson
Tracy Spencer
Ricky Stafford
Carlene Staley
Patricia Stanley
Charles Stone
Clyde Sweezy
Randle Swicegood
Phermela Tann
Sara Taylor

Jack Thome
Graham Turlington
Marcus Turner
Peggy Vance
Brantley Vann
Terry West
Sallie Wilkes
Arnold Williams
Betty Williams
Patricia Williams
Sandy Wilson
Christina Wright
Ernest Young



SUSTAINING MEMBERS

Marlene Cantler
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

**THANK YOU FOR
SUPPORTING PAC**

North Carolina District Representatives

Mid-Carolinas

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828-369-3847

Greensboro

Frank Suttles
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Carrboro, NC 27510-0745
919-932-7835

Assistant District Representatives

Mid-Carolinas

Barbara Smith
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919-212-1564

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

Tracy Davidson
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Matthews, NC 28106-0277
704-821-8016

Greensboro

Barbara Smith
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919-212-1564

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704-855-2629

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Eure, NC 27935-0021
252-357-2406



**Mid-Carolinas
District
Representative**
Dennis Conley

State Convention

The state convention recently was held in Cherokee and for those that attended I hope you enjoyed the convention and Western North Carolina. I know this is the first state convention held west of Asheville in my years of attending state conventions. I would like to thank all those who helped in putting this convention on, especially Annette Heisler-Chair, Walt Lovett, Gary Hedden, Mark Potter, Teresa Hughey, and all the other carriers from Western North Carolina who attended. It was nice not to be the only delegate from the Smokey Mountain District and I hope this continues in the future. I would like to thank everyone who attended the PAC auction and hope you enjoyed the entertainment and the meal. We look forward to possibly hosting a convention again in the future.

Hiring Leave Replacements

While we have not seen the results desired, district management has actually begun a more committed effort to hiring leave replacements. In reviewing the hiring sheets I see an actual increase in the number of leave replacements. I would encourage every carrier desiring a leave replacement to make sure local

management is aware of your desire. If local management is not showing any effort to hire, submit a 120-day letter asking for a leave replacement. If you already have completed a 120-day letter and see no effort, then file a grievance against management's lack of effort of hiring and failure to hire within the 120 day period.

September Mail Count

At this time we have not been informed of a National Mail Count this year. I personally do not anticipate one, but then again I did not anticipate one last year either so my track record is not very good. If they do not have a National Mail Count, then the only routes that can be counted will be according to Article 9.2.C.11.a:

1. If being counted for the first time in a negation count such as going on DPS letters or DPS flats for the first time. However, no salary adjustment can be made after the count if you do not have a 120 minute change in the route evaluation.
2. When a 120 minute or more salary adjustment is made to your route, whether through a route adjustment or substantial service change and the density of the route changes to having more than twelve (12) boxes per mile or to having less than twelve (12) boxes per mile.

Otherwise, you cannot have a mail count unless it is a National Count.

Greensboro District Representative

Frank Suttles

After attending the district safety meeting yesterday I was compelled to talk about safety today. We had a number of carriers that have been involved in accidents this last quarter. We have rural carriers that are constantly being unsafe while performing their jobs. Our being unsafe is a cause for lost work hours. Sure, sometimes things can happen that are out of our control but when we're driving too fast for conditions, when we're not paying attention, we're distracted, we failed to check clearance, we fail to give signals when we turn, improper backing, we failed to close our doors, whose fault is it. These are the things that we can and should control. In most any of these circumstances where there is an accident, discipline will usually follow. We put ourselves in a position where we could get hurt, we could hurt someone else and then receive discipline, and I don't think any of us want to be hurt while performing duties and then get discipline. Remember, there could be mitigating circumstances and you should grieve any discipline that you might receive.

I have met several of you while you're out delivering the mail. I am constantly on the road traveling throughout the district. While traveling, I come across lots of rural carriers and noticed that some of them either don't have a light or don't have a working light, as required by state law. I have stopped and talked to these carriers about their lights. When their lights are not working, my first question is do you know your lights not working and then I look and noticed that the wires have been cut. I asked them do they know that there is a state law that they are required to have a working amber light that is visible for 500 feet IN ALL DIRECTIONS on their car while they are delivering mail. Do you know that you could be charged with contributory negligence, if you are involved in an automobile accident, even if you are doing everything else right? As a rural carrier when I was delivering mail I wanted to be seen as quickly as possible from all directions. That is what that light does, it helps make you visible. I wanted to be able to walk back in my house in the afternoon after work just as I did when I walked out of the house that morning to go to work. Some carriers did not know the light

wasn't working but a lot of carriers ignored their own safety. We have to remember that while we are delivering mail on these busy streets and highways that those cars going by us assume that we're going to do the right thing, any of us can make a mistake but we should be as visible as we can be while we are out delivering the mail

As most of you know there are members from Safety at the Greensboro District that come out to check on carriers during the day. These people are out there to make sure that you're doing the right thing. They are looking at signals, or lack of, parking procedures, unnecessary backing, improper turns, securing the vehicle and any improper safety issues. If you're caught doing anything wrong by these people discipline will probably follow. Again, you need to grieve all discipline.

There is also another safety team that is comprised by a postmaster and a rural carrier. These teams may come by the office checking with carriers about any safety issues on their routes or in their offices. You need to let them know about any safety issues that you may have. These may include unsafe left turns, location of boxes, tree branches that hangover mailboxes, anything pertaining to safety. This team may check your vehicle, looking at tires, wipers, or trash that has accumulated in your vehicle. They are there to help you.

Postal Service Awards United Healthcare Contract to Provide Qualified Non-Career Employees Health Benefits

The Postal Service has announced that it will partner with UnitedHealthcare to provide health benefits to qualified non-career employees beginning January 2014. This announcement follows the passage of the Patient Protection and Affordable Care Act ("PPACA") and a request for proposals to insurance companies.

Some Rural Carrier Associates and other non-career rural craft employees may be eligible to receive health benefits under the new law. We will be discussing the details of coverage for eligible rural craft employees with the Postal Service and will provide additional information as it become available.

Health benefit plans for current career employees and retirees are not affected by the PPACA.

You may be receiving a brief stand-up talk about this issue in your local post office.

Annual Reports to State Convention

Annual Report of the President Derek Harpe

It has been an honor and pleasure to serve my fellow rural carriers of North Carolina this year. This report covers my activities from June 2012 until the present time. Following our state convention in June at Nags Head, we received our district assignments. From there I was given the opportunity to go to our national convention in Buffalo, New York. Then in the fall I started with our district meetings. I attended fourteen district meetings. In November, I presided at our fall booster in Salisbury, and in January, we were off to Atlanta, Georgia for the South Atlantic Conference. I also attended the spring board meeting in Cherokee where we finalized the contract for the state convention. In May, Carl Kelly and I attended the National Rural Letter Carriers Association Legislative Seminar in Washington, D.C. During this past year, I used thirteen LWOP/AL days for union business. I stayed overnight on union business for eleven nights, including the overnights in Washington, D.C., and drove a total of 5,431 miles.

Thank you all for a successful year of service. It has been a great honor and pleasure to serve you. Thanks go to God, my family, my fellow state board members and stewards, and to all my fellow carriers across the state of North Carolina for supporting me these last few years. It has been a privilege to serve you as your president.

Respectfully submitted,
Derek Harpe

Annual Report of Vice President Carl Kelly

The following report covers my activities from June 2012 through May 2013. At the conclusion of our State Convention in Kill Devil Hills, I attended the planning session of the State Board where assignments were given. I attended the National Convention in Buffalo New York. In the fall, I attended four Mail Count Seminars. (Williamston, New Bern, Wilmington, and Fayetteville) I also attended four District meetings officially (Foothills, Guilford County, Tri County, and Wayne County). I also attended Cumberland-Hoke unofficially. I finished the year with the Fall Booster in Salisbury.

In January, I attended the District meeting in Foothills, two Mail Count Seminars in Wilmington and Fayetteville, and the SAC Conference in Atlanta.

In the spring, I attended the State Convention planning session in Cherokee. I attended seven District Meetings officially; (Foothills, Person County, Guilford County, Five County, Rockingham County, Watauga/Avery, and Ashe). I attended Central Carolina and my home district, Harnett, unofficially.

In May, I attended the Legislative Seminar in Washington D.C. along with President Derek Harpe. Due to this year being the beginning of a new Congress, we had to start from scratch and rebuild the momentum we had over the last two years. Last year we had eight of thirteen Representatives supporting our issues. In this last election, we lost four of our supporters due to elections or them deciding to not run for another term. After that, one of our supporters was nominated to run Fannie Mae and Freddie Mac. He is still in Congress at the moment but we do not know for how long. We felt like we may have regained some of the ground we lost in the election. By the time of our convention in Cherokee, we will have a better understanding of how productive our time in Washington was.

I was compensated for 6,592 miles of travel, seventeen overnights and twelve days of LWOP.

It has been an honor and a pleasure to serve you again this year. I would like to thank the other members of the Board for working together in harmony as a group. We all seem to work together well and enjoy each other's company. I would also like to thank my family especially my sister, Carol, who is also a Rural Carrier. Many times, she took care of things back home so I could attend each meeting therefore allowing me to fulfill all my obligations. I also would like to especially thank my wife, Sue. She is my traveling companion whenever she can, my phone operator, and my I.T. and computer person; and most important to me, she is my BEST FRIEND. And, most importantly, I thank my Lord and Savior Jesus Christ. He has provided for safe travel and making sure everything falls in place in his perfect way. So many things could have gone horribly wrong this year; but I know, He was there through it all and allowed me to have the Peace that only He can give.

Respectively Submitted,
Carl Kelly

**Annual Report
of the Secretary/Treasurer
Ronald L. Lineberger**

President Harpe, State Officers, National President Dwyer, Delegates, Members and Guests: This annual report is hereby submitted in compliance with Article VII, Section 2, of the NCRLCA State Constitution.

A large part of the State Secretary/Treasurer's duties and responsibilities involving the day-to-day administration of the NCRLCA are defined under Article VII, Section 2.C. of the NCRLCA Constitution as follows:

Financial Report:

A copy of the Statement of Activities will be distributed and explained to the Convention. A complete financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier* after the CPA examines the books and gives a report to the Board.

Membership:

The State membership ends on June 30, 2013. As of June 14, 2013 our membership stands at 4,677. Our current membership totals are: regular carriers 2,524; PTF's 4; relief carriers 1,222. There are 907 retired members and 23 associate members as of this report. I have processed 240 new members in fiscal year with 15 of these being regular carriers. We have had 58 members that have died this year. There have been 31 regular carriers that have cancelled their membership and 15 have separated from the Post Office. Four RCA's have cancelled and 146 have left the Post Office. At last year's state convention, I reported 4,782 members. This gives us a negative impact of 105 members lost this past year. This is the fourth year in a row that we have had a loss in members after several years of gains.

Thank you, Academy Trainers and State Officers for your efforts in recruiting new members. I continue to recruit new members by mailing 1187's to new RCA's and regular carriers that have been recently converted from the RCA position. We must keep in mind that we have 2,424 non-members in North Carolina. This figure compared to last year shows that we have 155 more nonmembers this year as compared to last year. I must report that we do lose a few members who simply want out of the union, but most of the loss of members is due to RCA's either quitting their jobs or being terminated by the Post Office. All members must continue to work on the non-members

in our offices all across North Carolina. Our Union is only as strong as its members. Will you help?

Department of Labor:

As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Labor Law reports.

The LM 2, which is the financial report to the DOL, was submitted in September, 2012 and will soon be prepared for September 2013. This year all LM 4's that the districts are required to submit must be done online, I will be registering as an administrator and submitting all 40 of these LM 4 reports to the DOL within 90 days of the close of the fiscal year.

IRS and NC Department of Revenue:

It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. The annual 941 report to the IRS was submitted before the deadline. The CPA firm of Sherrill, Blake and Harrison review our books each quarter to help prepare these reports and do an annual audit of all financial records. This annual report is not completed until after the close of the fiscal year on June 30 and will be included in a later issue of the *North Carolina Rural Carrier*.

Travel and Meetings:

As your State Secretary/Treasurer, I attended the National Convention in Buffalo, NY, SAC in Atlanta, GA, State Convention in Nags Head, Fall Booster in Salisbury, thirteen District meetings, four Board meetings, two mail count trainings, one Secretary/Treasurer Training in Alexandria, VA and one in Atlanta, GA. I served as Chairman of the Sergeant at Arms Committee on Tuesday of the National Convention in Buffalo. I have driven 5,746 miles on association business. I have used 19 overnights that the Union paid for the hotel. I also had 10 overnights for National Secretary/Treasurer training that were paid by the National Office.

I have worked many hours, day/night and on weekends, on the telephone with our members to maintain our financial and membership data base.

I would like to thank everyone that has written letters, called or spoke to me personally this year with

your concerns. I have received many calls from retired members that needed help in various ways. Also, I must thank the Board and the Stewards for their support this year. Last and certainly not least, I must thank Harriet for her patience and understanding along with the many hours that she must put up with Union business.

Respectively submitted,
Ronald L. Lineberger

**Annual Report
of Daniel L. Caudle
Executive Committeeman**

It really does not seem like it has been a year since the last State Convention at Nags Head. I am totally amazed at how time flies. It is definitely true that our life "is but a vapor."

After the State Convention last year, the State Board met to receive the new District assignments. I was appointed to Districts 2, 4, 9, 32, 36 and 51.

Last year, in August, I attended the National Convention in Buffalo, NY. I also attended the Booster Meeting in Salisbury in November. In March of this year, I attended another Board Meeting in Cherokee, NC, which was held in order to finalize the contract for the State Convention. I was present at all my District Spring Business Meetings except for District 51, which was covered by Brenda White.

In all, I traveled 2,599 miles and had four overnight stays. I have used four LWOP Days fulfilling my duties as a Committeeman.

I would like to thank all the Carriers I met this year for their kindness shown toward me. I met many new folks who shared with me their concerns and problems. I hope that I have been some help to the Carriers of this State.

I would be negligent if I did not mention the other members of the Board and for all the help and advice they have given to me. I appreciate each one of them. A hearty "thank-you" also goes out to the Stewards across the State - from the Local Steward to the District Representative. My hat is off to each of you.

Last of all, I gratefully say thank you to my wife, Carolyn, for her love and support. She is the one that I depend upon for numerous tasks, such as editing this letter.

Respectfully submitted,
Daniel L. Caudle

**Annual Report
of Dale Sain
Executive Committeeman**

The following is the report of my activities for the past year. After our state convention last June, I attended the NRLCA National Convention in Buffalo

NY in August. I attended mail count training sessions, the NC Fall Booster, SAC in Atlanta GA, nine district meetings, and two board meetings.

I was compensated for 3,610 miles of travel. The NCRLCA compensated me for seven days of leave.

It has truly been an honor serving this association during these last four years. It has been wonderful to have the opportunity to meet with so many of my fellow carriers across this great state. I thank each of you for your support.

Respectively submitted,
Dale Sain

**Annual Report
of Brenda White
Executive Committeeman**

This report covers my activities from mid November 2012 through June 15, 2013.

My first district meeting was on Nov. 30 for Yadkin River. In January I attended SAC in Atlanta.

In order to save money, I changed districts with other board members so we would be more economical in our travels.

In March, I attended a board meeting in Cherokee to finalize our State Convention plans. April was my busy month with meetings in Greenville-Tar River, Roanoke-Chowan in Murfreesboro, and Yadkin River in Lexington. My last meeting was in May for Central Carolina in Pittsboro.

I traveled approximately 3,325 miles and had six overnight stays.

I'd like to take this opportunity to thank all my fellow carriers for giving me the honor of serving our organization again.

Respectively Submitted,
Brenda White

Steward Reports

**Annual Report
of Dennis Conley
State Steward**

President Harpe, Officers, National President Dwyer, Fellow Rural Carriers and Guests: This report will be the final report of the North Carolina State Steward. As we are all aware, the new National Steward System (NSS) went into effect on November 17, 2012. I am pleased that all of our assistants were offered either District Representative or full-time Assistant District Representatives in the NSS hierarchy.

Before the NSS began, we had established area steward positions for further representative and educational development. We are pleased all area stewards were offered area steward positions in the

NSS program and all accepted and have already shown as to be a major asset to the Association.

I attended the Nags Head State Convention, the Buffalo National Convention, the Fall Booster meeting and the Southern Regional Steward Training in Myrtle Beach. Mail Count trainings were scheduled for the September 2012 National Mail Count across the state.

I usually do a breakdown of the activity of all the assistant state stewards' activities; however this year you may look at each one individually to see their activity. I drove 2,181 miles in my personal vehicle and used a rental car for all other trips. I stayed 23 nights away from home attending meetings, Step 2 hearings, and 1 area arbitration.

I handled forty-one (41) grievances at Step 2 with six (6) being appealed to Step 3, one (1) not being appealed, and thirty-four (34) being resolved, in addition, I appealed seven (7) grievances to Step 3 denied after the end of last year's report. Of the thirty-four (34) being resolved the carriers were awarded or relieved of a Letter of Demand for a total of \$17,872.00. We had fewer removals during this period, but did have two (2) removals for the period. I also handled ten (10) grievances at Step 1, with 15 Pre-Disciplinary Interviews (PDI).

It has been an honor to serve the state of North Carolina for the past twenty-five (25) years as an Area, Assistant, or State Steward. I could not have done it without the assistance of many fine ladies and gentleman willing to serve as Area, Assistant, and State Stewards during this period. I do believe the National Steward System is what was needed to assist more carriers across this state. While I am currently serving as Mid-Carolina District Representative, I will always remember the days of working for the North Carolina Rural Letter Carriers Association.

All these years could not have happened without the love of my life, Sallie. She has put up with a hectic schedule, raising two children while I have traveled, many phone calls late night or early morning, especially when Doug Byrum called every Sunday at 9:00 am while we were getting ready for church, with two young kids. Stefanie and Ryan have been fully supportive of these many years and have grown up in the NC RLCA. While the NC RLCA will continue strong and be a positive influence on many carriers, it is just a little different now.

I thank all of you for these years.

Respectfully submitted,
Dennis Conley

**Annual Report
of Frank Suttles
Senior Assistant State Steward
Greensboro District**

This report covers my activities from May 19, 2012 through November 16, 2012.

During this time frame I attended the National Convention at Buffalo, the State Convention at Nags Head, Regional Steward Training at Myrtle Beach, Fall Booster in Salisbury, and Arbitration Hearing in Salisbury.

I also attended mail count trainings across the state, attended three steward trainings, four district meetings and held thirteen labor/management meetings. I also attended thirty-six POIs.

I traveled 7,934 miles on union business and required 11 nights lodging.

Grievance activity included fifty-nine grievances at Step 1. Of the forty-seven that were contractual, thirty-seven were settled at Step 1 with ten being settled at Step 2. Discipline included three Letter of Warnings with all settled at Step 1, three seven-day suspensions with all settled at Step 1, one emergency placement that was settled at Step 2 and five removals with three being settled at Step 1 and two being settled at Step 2.

A note of thanks for all the support I received from the State Board, the Association and the rural letter carriers of North Carolina.

Respectfully submitted,
Frank Suttles

**Annual Report
of Bryan W. Hudgins
Senior Assistant State Steward
Greensboro District**

This report covers activities from May 19, 2012 through November 16, 2012. During this time frame, I attended the State Convention in Kill Devil Hills, Regional Steward Training in Myrtle Beach, and the Fall Booster in Salisbury.

I attended six district meetings, nine labor-management meetings, eleven DUO-DPS meetings and fourteen PDI's. I assisted with mail count training and attended three steward meetings.

I traveled 12,793 miles on union business and required twenty-four nights of lodging.

Grievance activity included hearing sixty-eight grievances at step 1. Of these fifty-seven were contractual of which thirty-seven were settled and twenty were denied. Discipline included four letters of warning, two seven-day suspension, one fourteen-day

suspension and four removals for a total of eleven disciplinary grievances. All were settled at Step 1 except one letter of warning which was denied at Step 1.

Step-2 grievance activity included forty-six grievances of which twenty-nine were contractual and seventeen were for discipline. Twenty seven of the contractual were settled with two held in abeyance pending Step 4 decision. Discipline included six removals, three seven-day suspensions, four fourteen-day suspensions, one letter of warning, and three emergency placements. All were settled at Step 2.

A special note of thanks to the State Board for their support throughout the years.

Respectfully submitted,
Bryan Hudgins

**Annual Report
of Barbara Smith
Senior Assistant State Steward
Greensboro/Mid-Carolina's District**

This report includes my activities from May 19, 2012 thru November 16, 2012. During this past year, I attended the State Convention at Nags Head, National Convention at Buffalo, Southern Regional Steward Training at Myrtle Beach, Fall Booster at Salisbury, Arbitration Hearing, four district meetings and three steward meetings. Also, attended five labor/management meetings, mail count trainings for carriers and management and visited fifteen offices for DUO and DPS Stand-up Talks. I attended nineteen PDI's, ten in Greensboro District, and nine in Mid-Carolina.

Grievance activity included thirty-five grievances which included twenty-six contractual grievances, thirteen in Greensboro settled eleven at Step 1 and appealed two to Step 2; thirteen in Mid-Carolina, settled seven at Step 1 and appealed six to Step 2. In the Greensboro District, I had one Emergency Placement appealed to Step 2 and two Removals appealed to Step 2. In Mid-Carolina had two fourteen-Day Suspensions settled at Step 1, one Emergency Placement appealed to Step 2 and three Removals settled at Step 1.

I traveled 8,952 miles for union business and required thirteen nights of lodging, eleven of which were not charged to the union.

Thanks to everyone for all of their support and guidance for the past year. It has been an honor and privilege to serve all rural carriers, state board and this association for the past year.

Respectfully submitted,
Barbara Smith

**Annual Report
of Sally Corriher
Senior Assistant State Steward
Mid-Carolinas District**

This end of year report covers my activity for the NCRLCA from May 19, 2012 through November 16, 2012. Since May 19, I have attended the following meetings: State Convention in Kill Devil Hills, National Convention in Buffalo, NY, and Fall Booster in Salisbury. In October, I attended the Regional Steward Training at Myrtle Beach. I have attended two training sessions for assistant state stewards in Mebane and Salisbury. I have been to Mail Count Trainings for managers and carriers in Charlotte and carriers in Asheville, New Bern, Wilmington, and Fayetteville.

I have driven 9,274 miles on Union business, training, and to attend meetings, and I have required fourteen nights' lodgings.

This past six months in Mid-Carolinas District I have been to thirty-nine Investigative Interviews and processed seventy Step 1 grievances—fifty-nine were settled and eleven were appealed to Step 2. Included in the sixty-nine grievances were three removals, two fourteen-day suspensions, five seven-day suspensions, four letters of warnings, and fifty-six contractual grievances. I have attended two Labor Management Meetings, one arbitration hearing, and two DUO standup talks.

In Greensboro District over the past six months, I have been to three Investigative Interviews and processed fifteen grievances—eight were appealed to Step 2 and seven were settled. The fifteen grievances included three removals, one emergency placement, one notice of separation, and ten contractual grievances. I have attended two labor management meeting.

I would like to thank the NC State Board for all their support over the past twelve years. As we transition to the new steward system, it is a great comfort to know that we have their support and guidance. Thank you goes to Dennis Conley and Frank Suttles for answering all the questions that I come up with, and a big thank you to all the assistants, area, and local stewards for all the hard work that you do each and every day. Most of all I want to thank my husband, Barry, who supports and encourages me all year long. It is a privilege to serve the rural carriers in North Carolina.

Respectfully submitted,
Sally Corriher

**Annual Report
of Tracy Davidson
Assistant State Steward
Mid-Carolinas District**

This is my end of year report from June 1, 2012 to November 17, 2012.

I have attended the state convention, the national convention in Buffalo, the fall booster meeting, seven mail count trainings for September, all local trainings, two district meetings, seven labor management meetings, inspected the GMF, the L&DC, and the contract truck lots for mail count.

I have driven 10,113 miles, and spent fourteen overnights on Union business. I spent 106 days on LWOP. I have lost fifteen days of annual and sick leave. This does not include lost retirement, lost holidays, or benefits.

This year I have heard seventy-nine investigative interviews and sixty-nine Step 1's. I heard thirty-nine contractual, settled thirty-five and appealed four. I heard thirty-three disciplines at Step 1. Seventeen were letters of warning all were settled at Step 1. Eight were seven-day suspensions; eight were settled at Step 1. I heard three emergency placements, I settled all three. I had five fourteen-day suspensions which were all settled at Step 1. I heard three removals; all were settled at Step 1. This leaves a grand total of seventy-one settled at step one and four sent to Step 2.

I would like to thank all the members for allowing me to serve this great association. I would also like to thank the State Board and Dennis Conley. Also, I would like to thank my wife for putting up with all the travel and long, late hours.

It has been my honor and privilege to serve as an Assistant State Steward for the State of North Carolina. I thank each and every one of you for helping me become an Assistant District Representative. I look forward to continuing to serve the members of this Association in this position.

Respectfully submitted,
Tracy Davidson

Appointed Position Reports

**Annual Report
of Van Heath
PAC Chair**

National President Dwyer, President Harpe, State Board members, fellow association members

and guest, this is the annual report of your PAC Chair.

At mid-June we had raised just over **\$23,000** and were fifth nationally. Withholding or Electronic Funds Transfers for the month of June will be added to the report that I receive in St. Louis. By the end of this convention, I hope that we will move up to fourth or even third. That will depend on how much we raise while we are here in Cherokee.

This year the PAC donations came in at a normal pace until the National PAC Letter arrived in March. Mike Uehlein, our new National PAC Manager has done a great job of keeping up since then. While our numbers look good, we still only receive support for PAC from 1 in 20 members. Ninety-five% of our fellow carriers are not supporting PAC financially. I hope that something new that President Harpe and the State Board started this year will change that. Most members of our State Association have never seen the PAC Chair nor had anyone ask them in person for a donation to PAC. For years our State Board members encouraged support of PAC but did not actually hold their hands out and collect them. This year, the State Board members have been actively asking for donations and providing receipts and PAC pins. It may take a few more years but as our members get used to someone at their District meetings asking for donations they will come prepared to donate. The Districts that I have regularly attended for years are all good donors to our PAC. Time will tell. I want to thank President Harpe and the State Board for this help. I truly believe that if we keep this up, we will take the next step up the ladder as a state that supports our PAC.

We now have twenty-eight carriers that are Sustaining Members. That is a gain of six members since last year. These members have signed up to donate automatically to PAC through either Withholding or Electronic Funds Transfer (EFT). I would like to invite and encourage as many of you as possible to sign up for one or the other. You can see me at the PAC table or contact me anytime to find out which one would work best for you.

In the past year, your PAC Chair attended the National Convention in Buffalo, New York, the South Atlantic Conference in Atlanta, the Fall Booster in Salisbury, as well as seventeen District Meetings. I want to thank all districts for your invitations. I cannot make every meeting

everywhere and that is why I am so excited about the State Board members collecting for PAC when I cannot. Thank you.

As Federal Employees, we are still the boogieman in Washington. We are still under attack from all sides. We worked hard this year to save Six-Day Delivery and for now have won the battle. The war is not over. Six-Day delivery was included in the Continuing Resolution that will expire at the end of September. Look for the war to resume. Do not let your guard down for one moment. We have enemies and they have only temporarily been pushed back.

Many more bills and proposals will be working their way through the Congress and the saddest thing of all is that we never know what crazy thought will next occur to someone in Washington.

As always, it was an honour and a privilege to serve as YOUR PAC Chair for another year.

Respectfully submitted,
Van Heath

**Annual Report
of Ronald L Lineberger
Historian**

President Harpe, State Board, National President Dwyer, Special Guests and fellow Rural Carriers, this is the North Carolina Rural Letter Carriers' Historian's Report for the year 2012/2013.

The 108th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 87th State Convention of the Auxiliary was held Nags Head, North Carolina June 17-- 20, 2012.

We would like to thank Albemarle District 2 for an excellent Hospitality room on Sunday afternoon. Special thanks to all who worked in the Hospitality room, you did an excellent job.

On Sunday afternoon Dennis Conley and all our Stewards held a seminar open to anyone that wanted to attend.

Our Memorial Service was held on Sunday night with the message delivered by Doug Byrum and music lead by Dale Sain. Auxiliary Chaplin Deliah Johnson and the Juniors led us in the Memorial Observance with lighting of candles in remembrance of those who had passed on.

On Monday morning James Simmons spoke honoring our Veterans.

Member of the Year was Van Heath and Auxiliary Member of the Year was Sarah Stewart.

We had nine first timers, twenty retired carriers and ten past state officers.

Our National Officer Jeanette Dwyer spoke on Monday afternoon.

The delegates at the state convention selected Salisbury as the site for the 2012 Fall Booster meeting to be held in November. The site for the 2014 state convention has not been selected at this time.

On Tuesday afternoon a BBQ was held at the St. Andrews by the Sea Church Family Life Center. Originally it was set to be held at the Sand Piper Cay Club House, but had to be moved to this larger facility to accommodate the large number of attendees.

Elections were held on Wednesday morning; President, Derek Harpe; Vice President, Carl Kelly; Secretary/Treasurer, Ronald Lineberger; Executive Committeemen Dale Sain. This concludes the state convention report.

On **November 10, 2012 the Fall Booster** meeting was held in Salisbury, NC at the Holiday Inn. Thanks to the Piedmont #50 for hosting the meeting.

James Simmons gave a talk on Veterans Day and what it should mean to all of us. We had twelve Veterans present. Doug Byrum then had the Invocation. There was no National Officer present for this meeting. State Steward Dennis Conley filled the afternoon with a very informative presentation.

Respectfully submitted,
Ronald L Lineberger

**Annual Report
of Mitch Reece**

Auto-Homeowners' Insurance Representative

This is my annual report as your Auto-Homeowners' Insurance Representative. In the past year, I attended the state convention in Kill Devil Hills, the national convention in Buffalo, and the fall booster in Salisbury. While in Buffalo, I attended the Auto-Homeowners' breakfast meeting. I made it to Atlanta for SAC, but was unable to attend the meeting due to personal health issues. During my rehab, Derek and Ronald handled any inquiries about the insurance. I thank them for doing that. As of May 13th, I have resumed carrying my route. It has been an honor and a pleasure to help in any way that I can regarding your auto and homeowners' insurance needs. Please do not hesitate to contact me. I want to thank the board for giving me this opportunity to serve this association.

Respectfully submitted,
Mitch Reece

**Annual Report
of Ronald L Lineberger
Editor**

This past year was another successful year for the *North Carolina Rural Carrier*. We printed 6 issues for a total of 30,000 copies with a total of 120 pages. The smallest issue was 14 pages and the largest 24 pages. As was the case last year we combined two months in every issue which saved the state approximately \$22,000 in printing and postage cost. The cost this year was 60 cents per copy.

The number of pages in the paper does not make the paper; the quality of information is the important fact. Our officers and stewards continue to provide very good articles and cover many of the very important issues before us as a union. My thanks to each one for your contributions, without these articles there would be no *North Carolina Rural Carrier*.

I would just like to remind everyone of the importance of the information on the second page of the *North Carolina Rural Carrier*. Please make note of the Officer assigned to your district. When planning your district meeting, contact the assigned officer and area steward to verify with them your schedule. This may save some schedule conflicts and insure representation from the State Board and District Representative or Assistant District Representative assigned to your area. Officers and Stewards are very busy during District meeting times and conflicts sometimes can be avoided with early contact.

Respectfully submitted,
Ronald L Lineberger

**Annual Report
of Jeff Essick
NCRLCA.com Webmaster**

This report covers my activities June, 2012 through May, 2013

First, I would like to thank the State Board for allowing me the opportunity to serve as NCRLCA.com Webmaster and to Derek Harpe for his confidence and assistance. His goal was to get the site working or drop it altogether. I also want to thank all the District Officers for sending notifications of District Meetings. I must thank Ronald Lineberger and Dennis Conley for providing District Maps for me to include on the site. Thanks also to Mike Baley of Computer Technology Solutions for his tutoring and technical assistance.

During the past year I attended the State Convention in Kill Devil Hills, National

Convention in Buffalo, New York and the Fall Booster in Salisbury.

I also attended three District Meetings; I visited as many RCA Academies as possible to speak to the new relief carriers about the NRLCA and to offer them membership.

When I began learning the process of maintaining the website, I spent a few sleepless nights just trying to create a user friendly format and provide timely information to our members. In November a Hit Counter was added to the site and to date the site has received over 34,000 hits. I added several new tabs to the site including: Safety News, Latest News, Hot Topics, Pac News, The Constitution, Mail Count, Annual Conventions, District Meetings, District Representatives along with their Assignments, and numerous Links to documents of importance for Rural Carriers. I hope you all can find some useful information on the site.

The Website Statement provides direction for the purpose of the website. The site is an extension of resources for our members. It is not meant to replace the NC Rural Carrier State Paper. The Statement is as follows:

"You are visiting the North Carolina Rural Letter Carriers' Association official website (ncrlca.com). We strive to keep the information on this site as current as possible. Any additional pertinent information that you have or would like to see on the site will be reviewed and posted contingent upon the board's approval.

There are no plans for a forum or a location for personal comments on the site.

The site (ncrlca.com) is for informing our members by providing current information as timely as possible. The NC board has no intention of allowing any information on the site that will offend any member. Any suggestions for content will be appreciated and considered pending review".

Disclaimer: *This site contains links to current news articles. The opinions are not necessarily those of the NCRLCA Board or any of its members. These articles, any advice, opinions or proposals reproduced on this site are solely those of the signatories. They do not necessarily represent the policy or official positions of the NRLCA, state RLCA's, or, the rules and regulations of the USPS.*

Last but not least, I owe thanks to my wife, LeAnne for sacrificing "our time" another year so that I could serve this association. Thank the Lord for another safe and prosperous year and for Him providing patience, wisdom and guidance.

Respectfully Submitted,
Jeff Essick

NRLCA Grassroots Initiative - Get Involved!

FIGHT FOR 6-DAY DELIVERY!

Contact your Senators and Representatives to urge the continuation of 6-Day Delivery.

To Contact Your NC Senators and Representatives:

NC Senators:

Richard M. Burr (burr.senate.gov)
217 Russell Senate Office Building
Washington, DC 20510
(202)224-3154

Kay Hagan (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) 2305
Rayburn House Office Building
Washington, DC 20515 (202) 225-3101

Congressional District 2:

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

Congressional District 3:

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

Congressional District 4:

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

Congressional District 5:

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

Congressional District 6:

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

Congressional District 7:

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

Congressional District 8:

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

Congressional District 9:

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

Congressional District 10:

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

Congressional District 11:

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

Congressional District 12:

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

Congressional District 13:

George Holding (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.

**NORTH CAROLINA AUXILIARY
OFFICERS**

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336-957-2004

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252-771-8180

SEC./TREAS.

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910-488-5424

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919-212-1564

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Glade Valley, NC 28627-9161
336-657-8962

MRS. EDITH KNIGHT

738 Stone Mountain Rd
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Phone 336-573-3274

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336-427-3675

PAST PRESIDENT

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Elizabeth City, NC 27909-9596
252-771-8180



Auxiliary News

Harrah's Cherokee Casino Resort in Cherokee North Carolina was an experience that will always be memorable. It was good to see new faces as well as some that I had considered to be extended family once again.

We had a joint session with the Association and Juniors on Monday morning. L. E. White had the pleasure of announcing Barry Corriher as the Auxiliary Member of the Year. By Barry's expression I'm not sure if he wasn't caught by surprise.

Later on Monday morning L. E. White called the Auxiliary meeting to order. Carolyn Ward began each session with words of wisdom in devotion. Carolyn also led our group in Pledges and Creeds. This year all officers were able to attend this meeting. Susanne Reavis reported from the audit committee that the books were in order. A motion was made and seconded to dispense with reading of the minutes since everyone had a copy. Charles Adams read the candidates of officers as follows: President Susanne Reavis; Vice President, L. E. White; Secretary/Treasurer, Sue Kelly, and (3) Committee member Linwood Smith, Charles Adams, Edith Knight.

Again this year on Monday we had the pleasure of spending lunch with family compliments of the Association. "THANKS"

We joined the Juniors and Sarah Stewart for a final report and rewards on Wednesday. The Juniors were very excited about the activities while in Cherokee. They raised \$3,911.56. A total of \$12,586.56 was raised for The Program of Love. Rhonda Lloyd won the \$300.00 raffle. The Junior contest total payout was \$380.00.

This year the scholarship committee consisted of Edith Knight and Pam Harpe. Winners will be announced at the Fall Booster. This year's Junior contest committee consisted of Harriet Lineberger and Roanoke Heath. Sue Kelly announced winners as follows: 6-8 1st Taylor Ward, 2nd Zoe Depue, 3rd Dominick Haney, 9-11 1st Blayne Copeland, 2nd Isaiah Depue 3rd Madison Hall, 12-14 1st Justin Reavis 2nd Laci Phelps, 3rd Cody Copeland 15-17 1st Hunter Phelps. The new Junior board members are as follows: President Justin Reavis, Vice President Cody Copeland and the Secretary/Treasurer Tia Solomon. Kay installed the new Junior board.

A special thanks to all for your generous donations so we can continue to have fun activities. We are a family organization so we invite immediate family member's age 6-19 children of parent/grandparent to come be a part of our activities.

The final election of officers for the Auxiliary were completed as presented on Monday and installed by Kay Carter. National delegates were elected. The State convention was adjourned.

NCRLCA Dues for 2010-2011

- Regular...Cash.....\$561.00
- 1187...Bi-Weekly.....\$21.58
- Retired.....Cash.....\$97.00
- 1187R...Monthly.....\$8.08
- 73, RCA, RCR.....Cash.....\$189.00
- 1187.....Bi-Weekly.....\$7.27

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.

September 2013

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

October 2013

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

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