



# NORTH CAROLINA

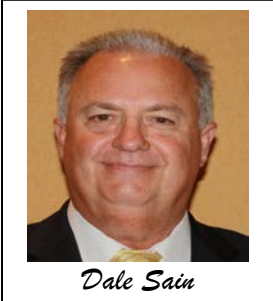


# RURAL CARRIER

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

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<b>Inside This Issue</b>	
Auto/Homeowners Ins.	7
Auxiliary News	31
Calendar	32
Chaplain's Message	3
District Representatives	11-12
Grassroots Initiative	29
Grasstop Connections	28
National Conv. Summery	30
NCRLCA Constitution	12-26
Obituaries	3
Officer Assignments	2
PAC	8-10
Personal Announcement	7
President's Message	1&7
RCHBP	4
Resolution Form	27
Retirement	5
Safety	4&5
State Convention	6



*Dale Sain*

## President's Message

Greetings, fellow NC rural carriers! My hopes are that you are having a good new year so far. The reality is that many of us are dealing with extremely difficult workplace issues that are not conducive to a positive work experience. Paula and I have just returned from Atlanta and our regional South Atlantic Conference (SAC). Almost all of our National Board members were present, including President Jeanette Dwyer. Jeanette actually had to leave on Sunday evening to return to D.C. to join with the three other major postal union presidents to lobby against Senate Bill #1486. This is a very destructive bill for the USPS and rural carriers that is scheduled for a vote on Wednesday January 29th. The bill includes elimination of 6-day delivery, which would cost our craft between forty and fifty thousand jobs. Please call/contact your Senators and Congressmen and ask them to vote against this proposed legislation in order to protect our jobs. Also, please get involved with our GrassTops and GrassRoots initiatives to help our efforts on Capitol Hill.

You should be aware that our National Board is working hard on other issues as well, including the ongoing problem of mail arriving late to your work locations. It appears that in some cases, management is opting to change carriers reporting times as an attempt to reduce wait time, instead of dealing with the root cause of processing delays. Does it not follow that later reporting times would inevitably cause later delivery for our customers and a greater risk to our carriers as we must complete our routes in evening traffic and dark conditions? Are you under pressure to complete your route in fewer hours in order to meet dispatch? If so, I urge you to contact your local steward or your NRLCA District Representative. While USPS management preaches safety, their refusal to deal with processing issues puts us into risky circumstances over which we have no control. Do you imagine that management would be sympathetic or understanding if you had an accident w you were rushing through your day in order to make the truck? You ultimately must make the decisions to protect yourself and your job.

Another issue discussed at the SAC was the hiring of relief carriers. There seems to be an effort by management to return to some of the hiring practices that were in place during the QWL-EI process. I'm hopeful that they will continue in this direction and we will see additional new hires.

(Continued on Page 7)

# North Carolina Rural Letter Carriers' Association Officers

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**RONALD L. LINEBERGER**

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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

## Executive Committee

### RETIREMENT

**MITCH REECE**

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

### SAFETY

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13159 NC HWY 41 N.  
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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

### CHAPLAIN

**DOUG BYRUM**

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**VAN HEATH**

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### PAST PRESIDENT

**DEREK HARPE**

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Advance, NC 27006-7817  
Phone 336-998-5293

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

**TO:**

**RONALD L. LINEBERGER**

3668 Startown Rd.  
Maiden, NC 28650-8722  
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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 Corriher and Suttles are unassigned and will attend as many district meetings as their schedule permits.

## Obituaries

**Robert A. Carter**, 88, of Carolina House, Pinehurst, formerly of Fayetteville, died Sunday, Dec. 15, 2013, in Moore Regional Reid Heart Center.

Mr. Carter was a retired rural letter carrier with the U.S. Postal Service, and was a member and elder in Peace Presbyterian Church, past master and secretary of Fort Bragg Masonic Lodge No. 662, a 33rd degree Mason in the Scottish Rite in Wilmington, a member of the York Rite in Fayetteville, a Shriner of Sudan Temple, a member of the National Sojourners, a member of the Order of the White Shrine of Jerusalem, past state president of the N.C. Rural Letter Carriers Association and past state president of the N.C. Family Campers. He was an Army veteran.

**Robert L. Huie**, 86, of Kannapolis passed away Thursday, Jan. 16, 2014 at CMC-North East following a period of declining health. Mr. Huie was born Aug. 18, 1927, in Iredell County.

Mr. Huie was a graduate of J.W. Cannon High School, and served on a submarine in the South Pacific during World War II and was present in Tokyo Bay for the surrender ceremony in 1945. He was a life member of the VFW Post 8989 and Submarine Vets of World War II. After his discharge from the Navy he worked for Standard Oil Shipping Co. on seagoing tankers. He was then employed by Southern Railway as an agent telegrapher for 20 years and then retired from the U.S. Postal Service as a rural mail carrier. Huie is survived by his wife, Anita Roddie Huie; a son Keith Huie; granddaughters, Alyssa and Robin Huie; and a brother, Bobby Huie.

**Robert L. Presnell Jr.**, 63, of Sparta, passed away on Thursday January 20, 2014. Robbie worked in the Sparta Post Office and was an Academy Instructor in the Taylorsville, NC Rural Carrier Academy.

**Scottie B. Hicks**, age 73, of E. Hwy. 36, Owingsville, Kentucky, formerly of Morehead, Kentucky, passed away Monday, January 6, 2014, at the U.K. Medical Center in Lexington.

Scottie is survived by his wife, Susan "Cookie" Richards Hicks, and six children, Janet Stewart, Allen (Styx) Hicks, Tim Utterback, Rodney Hicks, Karen Curtis, and Susan Oldfield. He also leaves nine grandchildren, and three great grandchildren.

Scottie was a retired President of the National Rural Letter Carriers Association (NRLCA) and U.S. Postal Service employee, as well as a respected leader in church and community activities. He started as a substitute rural mail carrier in Rowan County, Ky in 1959 and became a regular carrier in 1966. From 1970-1985, he held various local, district, and state leadership positions with the Kentucky Rural Letter Carriers Association (KRLCA).

In 1985, Scottie was elected to the Executive Committee of NRLCA while living in Morehead and then relocated to the national NRLCA office in Alexandria, Virginia, where he was elected as Secretary and Treasurer, four years; Vice President, three years; and President, three years. Throughout his career, he believed labor and management should work jointly "to solve problems without confrontation," often lobbying Congress on behalf

of NRLCA issues. During his tenure at national headquarters, Scottie traveled nationwide conducting leadership training and other NRLCA business. Following his retirement in 1997, Scottie and his wife Susan returned to their home in Owingsville. From 2004-08, they returned to Alexandria, Virginia, where Scottie worked as a consultant for the NRLCA.

A lifelong community volunteer in various organizations, Scottie was a Boy Scouts of America Cubmaster, organized Little League Baseball at Tilden Hogge Elementary School, served both as a 4-H and P.T.A. leader, and recently completed a four-year term as member of the Bath County Memorial Library Board.

Scottie received numerous awards from the KRLCA and NRLCA and was recognized by the Boy Scouts of America and Tilden Hogge P.T.A. He was also named a Kentucky Colonel and Honorary Captain of the Belle of Louisville.

In his spare time, Scottie enjoyed woodworking, fixing anything that didn't work, computers, and helping others. But, most of all, Papaw loved and enjoyed spending time with his grandchildren and great grandchildren.

Scottie, a lifelong Christian, was an active member of the Owingsville United Methodist Church where he currently served in various positions.

### Chaplain's Message Doug Byrum, Chaplain

#### Take The Step Read Matthew 14:22-33

*Peter got out of the boat, started walking on the water, and came toward Jesus. Matthew 14:29 (NRSV)*

Most of us are familiar with the scene depicted in the Bible passage above. We may have read or heard it many times, but usually our focus is on how Peter became afraid and started sinking. Today, I was introduced to another perspective. We know that Peter became overwhelmed with fear; we all can identify with that experience. But how many of us can identify with Peter's first action: taking a step?

Taking that first step required courage, faith, and risk. Sometimes we may feel like we're in a storm with raging circumstances surrounding us. We know God is there, but sometimes we're too afraid to leave the comfort of our boat to follow him. What if we choose to be like Peter and take a step? We may be afraid, but we can find comfort when we pray and hear God's response: "Take heart, it is I; do not be afraid."

We may step out and meet a flood of obstacles. But just as Peter was rescued, God will be there with an extended hand to save us as well. We can trust God, take that step and never look back. We will soon discover that one step can change the course of our entire life.

**Prayer:** Mighty God, help us to take that first step toward you. Let us experience your love and grace as we walk in relationship with you each day. In Jesus' name we pray. Amen.

**Thought for the Day:** Like Peter, I can trust God and step out of the boat. **Prayer Focus:** Those fearful of change.



Wow, January is just about over, my how time flies. I did spend the first week of the year in bed with the flu. That's why I have chosen this subject. There were several other things I wanted to talk about and I will address them at a later date. This flu thing hit home and hit hard.

On New Year's Eve I went to the office to work. I wasn't feeling the best, but I just figured with all the Christmas work and spending time with family and all, that I was just tired as we all were I'm sure. Anyway, my sub came in and said he was scheduled to run the route, so with me feeling bad I gave him the day, and went home. I called the doctor and a prescription was called in, which my husband picked up for me. Well, by Thursday I was worse, so I called the doctor again and they said to be in by 8 am on Friday. They tested me and I got lucky, I had the FLU. I don't remember a lot about the first week of 2014. Where did I get this flu? Better yet, how do you get rid of it when you do get it, or how can you keep from getting the flu at all?

Seasonal flu is a contagious respiratory illness caused by a flu virus. You remember we deliver the mail; well I could have gotten the flu from a piece of mail that someone who had the flu mailed. Then, I touched somewhere on my face and spread the germ on to me. So how do we prevent getting the flu?

There are a few things you can do to help protect yourself, family and friends or even your customers. Prevention - get vaccinated, everyone 6 months of age and older should get vaccinated against the flu. Take precautions like washing your hands often. Get plenty of sleep and exercise, drink plenty of fluids, and eat healthy. Cover your nose and mouth with a tissue when coughing or sneezing. Please be kind and throw the tissue in the trash, don't leave it on a counter or shelf. That's how germs are spread. If you are sick, stay home at least 24 hours after the fever is gone. (I didn't want to go anywhere).

Try to stay away from sick people. If you are exposed to or are caring for someone with the flu, let your doctor know and talk to them about preventive antiviral medication, the sooner you get this

medicine, the better chance you will have of staying healthy.

### What are the symptoms of the flu?

- \* Symptoms can include - Fever of 100 or higher (not everyone with the flu has a fever)
- \* Cough and /or sore throat
- \* Runny and /or stuffy nose
- \* Headaches and/or body aches
- \* Chills
- \* Fatigue
- \* Nausea, vomiting, and/or diarrhea Treatment can be done with or without medication

To treat the flu without medication – get plenty of rest, drink plenty of clear fluids, Place cold damp washcloth on your forehead, arm and legs to reduce discomfort from a fever. Use a humidifier in a room to make breathing easier, gargling with warm salt water (1:1 ratio) for sore throat and covering up with warm blanket to calm chills.

Just remember, January and February are the peak time to get the flu and it is not too late to get a flu shot. Stay warm and healthy.



### What would you do?

What would you do? That seems to be a pretty popular theme these days with main stream media. News correspondent John Quinones asks us this very same question every week on his popular TV show "What Would You Do?" airing on the ABC network. Quinones is the host of the show where they put actors together to create "real-life ethical scenarios" with cameras rolling to catch how bystanders will react to the situation. He gets mixed reactions but I think most of the time people do the right thing.

So now I ask you, **What would you do?** Have you ever thought about what would you do if you noticed a fellow carrier violating our postal safety regulations? What would you do if you observed a fellow carrier delivering mail without their amber light working? Maybe you think, "That's no big deal-those lights only work ½ the time anyway"! Okay, what if they are driving around without the

seatbelt fastened? Maybe you can sympathize with that too. You think, "It sure is a pain to deliver mail with that seatbelt on".

I want to remind all of you that both of these violations of the postal regulations are also violations of the laws of the state of North Carolina. NC law requires you to have a **working** amber light on while you are in the process of delivering mail. NC law also states that you must wear a seatbelt. The only exception to the seatbelt law is when you are operating a left-hand drive vehicle and you are not positioned directly behind the steering wheel while in the process of delivering the mail. When traveling to your first box and from your last box you should be behind the steering wheel with your seatbelt fastened.

Now back to the question. What would you do? I have given you just 2 examples of possible scenarios. I think most of you feel like neither one of them is really a big deal. You don't want to tell someone else how to do their job. Why should you care what someone else does? I assure you the Post Office considers them both a big deal. If there is an accident and either one of these regulations have not been followed there will be sever discipline issued.

**I believe it is everyone's responsibility to maintain safe working conditions.**

If you witness these types of infractions I think you should approach the carrier and tell them what you saw. Remind them that they are not only disobeying NC laws and postal regulations but they are jeopardizing their own safety. Maybe some of you don't want to have this conversation with another carrier. If you don't feel comfortable talking to them yourself then you should have your local steward speak to them. The steward can explain to them that if management had witnessed this safety infraction they would probably be receiving discipline.

I want to say a little bit more about the amber lights. Let me to stress to all of you that you need to have a **working amber light** on your vehicle while delivering the mail. Too many times lights are not working, or not even in place. If it is not you but you know a co-worker is not using the amber light, please, please tell them they need to comply with the rules. I truly believe that a good amber light makes us more visible to other drivers on the road. I personally have amber strobe lights installed on my Jeep. They were a lot more expensive than that revolving magnetic light that you can buy almost anywhere that seems to work for only a few months. My lights can be seen in the brightest sunlight or

during a heavy downpour. Plus, they can be seen for a much greater distance. I feel much safer on those roads where cars are coming upon me at 60 mph or more. I believe it was money well spent.

My final words to you are: Make sure you have a working amber light on while delivering the mail. And tell your co-workers that they need to have working amber lights also. Safety is everyone's responsibility!



## RETIREMENT

*Mitch Reece*

This month, I am going to give you some basic information on FERS since the vast majority of current carriers are covered under this system.

Congress created the Federal Employees Retirement System (FERS) in 1986, and it became effective on January 1, 1987. Since that time, new Federal civilian employees who have retirement coverage are covered by FERS.

FERS is a retirement plan that provides benefits from three different sources: a Basic Benefit Plan, Social Security and the Thrift Savings Plan (TSP). Two of the three parts of FERS (Social Security and the TSP) can go with you to your next job if you leave the Federal Government before retirement. The Basic Benefit and Social Security parts of FERS require you to pay your share each pay period. Your agency withholds the cost of the Basic Benefit and Social Security from your pay as payroll deductions. Your agency pays its part too. Then, after you retire, you receive annuity payments each month for the rest of your life.

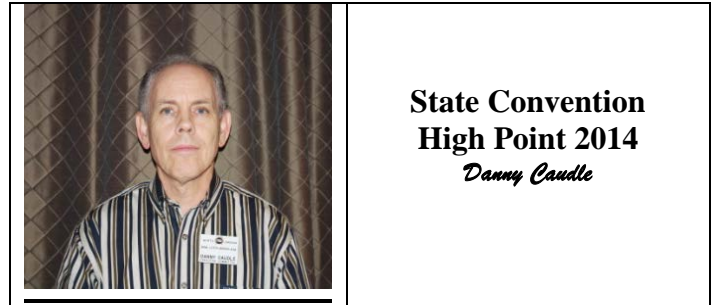
The TSP part of FERS is an account that your agency automatically sets up for you. Each pay period your agency deposits into your account an amount equal to 1% of the basic pay you earn for the pay period. You can also make your own contributions to your TSP account and your agency will also make a matching contribution. These contributions are tax-deferred. The Thrift Savings Plan is administered by the Federal Retirement Thrift Investment Board.

For more information about TSP, see their website (TSP.gov). See the SSA website (SSA.gov)

for more information about the Social Security portion of your retirement benefit. The OPM.gov website is where you can find information about the following FERS retirement topics:

- ☞ **Eligibility** – The main eligibility requirements for the common types of retirements.
- ☞ **Computation** – How your retirement annuity is computed.
- ☞ **Creditable Service** – Rules showing the civilian and military service that can be used to compute your FERS retirement benefits.
- ☞ **Planning and Applying** – It's never too early to start planning for retirement in order to ensure it goes smoothly. Here you will find information to help ensure your retirement starts well.
- ☞ **Early Retirement** – Explanation of the minimum retirement age and early retirement if your agency under goes a “reduction in force” or you are involuntarily separated other than for cause.
- ☞ **Types of Retirement** – Learn about the age, service requirements and considerations affecting the various types of retirement.
- ☞ **Deferred** – If you are a former Federal employee who was covered by the Federal Employees Retirement System (FERS), you may be eligible for a deferred annuity at age 62 or the Minimum Retirement Age (MRA).
- ☞ **Survivors** – When a Federal employee dies, monthly or lump sum benefits may be payable to survivors.
- ☞ **Military Retired Pay** – Adding military service to your civilian service
- ☞ **Service Credit** – Payment to increase your annuity for civilian service when no CSRS retirement deductions were withheld or were refunded or for military service after 1956.
- ☞ **Former Employees** – Options if you leave your Government job before becoming eligible for retirement.

The choices facing FERS retirees can be very complicated, so early planning is vital. If you are within five years of retirement, you can get a projection of your annuity at OPM.gov by using the Federal Ballpark Estimate. The website is a very useful tool to help guide you throughout the retirement process.



This is the first of a few articles about our host city for the NCRLCA State Convention. The next articles will detail the locations of surrounding places to see while in this area.

High Point was first settled by Quakers and Germans around 1750 and was incorporated in 1859. During the time of incorporation, High Point's major industries were tobacco, textiles and woodworking. The first furniture factory opened in 1889. High Point is known worldwide for its furniture manufacturing. In fact, High Point has a furniture market twice a year where over 100,000 people from around the globe descend on the city to exhibit or buy furniture.

High Point is the only city in North Carolina that exists within the boundaries of four counties: Davidson, Forsyth, Guilford and Randolph. High Point got its name because it was the high point in elevation between Goldsboro and Charlotte. There was a rail line that operated between these two cities and High Point was a stop. Parts of the city are one thousand feet above sea level. High Point was also a location where the Great Western Plank Road intersected. Farmers and businessmen would bring their goods down the Wagon Road to High Point to ship their goods by rail to other cities. The goods were also shipped by wagon with the major destination being Fayetteville.

The two major watersheds are the Yadkin-Pee Dee and the Cape Fear Rivers.

## 2014 State Convention

The 2014 NCRLCA State Convention will be held at the High Point Plaza Hotel & Conference Center, located at 135 South Main Street, High Point, NC 27262. The dates are June 22 through June 25, 2014. We have a great room rate for this convention of \$63.90 plus 12.75% tax. There will also be a \$6 parking fee, the parking garage is owned by the city and is not a hotel charge and therefore could not be negotiated with the hotel.

Please mark your calendar and make plans to attend this very important meeting.

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

*Brenda Gibbs*

As we have all begun our new year with resolutions to do better or be better, let us add one thing to the list: our insurance. Knowing the factors that affect your insurance rate can be beneficial to us all. First, of course, is your driving record. Putting safety first helps us to slow down, look twice and be aware of what is going on around us. This helps prevent costly tickets and accidents. Next to consider is the vehicle you drive. Its age and cost are important things to consider when you purchase auto insurance. If something happens, what will it cost to repair your vehicle? Where you choose to live also figures into the cost of your insurance quote. Your rate will be lower if you live in a smaller town, as you are less likely to be involved in an auto accident than if you lived in a larger city with much more traffic. Your age is an important factor that determines the cost of your insurance. If you are 25 or under, you will pay higher premiums because statistics show that drivers under 25 are involved in accidents more often than older drivers.

Drivers age 50 to 65 pay the lowest rates. Statistics also show that married couples are involved in less accidents and young women have less accidents than young men.

Your credit rating also affects your insurance cost. Statistically people with a better credit score have a better driving record as well.

Use these guidelines when comparing insurance policies and don't forget to ask about additional discount features each company offers. Some companies offer discounts if you insure multiple vehicles with them, or if you have anti-theft devices, having 'OnStar' or being a homeowner. Having a homeowner's policy with the same company will often reduce your rate. Now is the time to check your auto and homeowners policy(s) and see if it still makes the cut.

Feel free to call me if you have any questions.

## **President's Message**

(Continued from page 1)

The engineering study of our national standards was discussed at length. This study was originally scheduled to be finished by May 2015, but it will not be completed by that date. That will impact the contract negotiations for which we are already preparing. An extension of our current contract may or may not be considered.

Please note that the National Convention summary by Brenda Gibbs was accidentally omitted from our previous newsletter and appears in this Jan/Feb issue.

\*Thought for today from American humorist Will Rogers:

"Even if you're on the right track, you'll get run over if you just sit there."

God Bless,  
Dale Sain, President

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## **Retirement**

No, this is not an article about your retirement options; rather, this is about when is the best time to retire. We all know that retirement is a personal subject based on each individual's own needs and plans for retirement. Since I am not prepared to advise you on when is the best time for you to retire, I will discuss in this article when is the best time for my retirement.

I have been a rural carrier for almost 32 years and I have served this association as a union member since my first day on the route. The main reason for that is because Shasta Brewer, whom I subbed for, told me that if I didn't join the union I could not be her sub. Well guess what, I needed that \$7.50 an hour job so bad that I joined right then and have never regretted it at all.

But now I think it is time for me to change hats and focus on my family (especially grandson Caleb). So with that said, I am announcing my retirement from the positions of Editor and Secretary/Treasurer effective with the elections at our State Convention in High Point, NC.

I am making this announcement at this time to give anyone interested in running for this position time to give it careful consideration. I will be available to talk to anyone interested, to answer any questions you may have about the functions of this position. If you are interested, please give me a call I would love to help anyway I can and encourage you to consider this great career.



# Good News & Bad News

Which do you want first? Okay, we will start with the good news. When Congress recently passed the budget for the current fiscal year, the six-day language was included. That means Six-Day Delivery is safe through the end of September unless; oops, that's the bad news.

Bad News. Representative Issa (R, CA) has a bill in committee that would end Saturday delivery. Issa's bill claims that monies saved by cutting Saturday delivery would be used to restore cuts to Military Retirees benefits. Now if you are the average Joe on the street that probably sounds like a good thing. We all want our military people to be taken care of and done so properly and as was promised to them. The catch that most folks do not understand is that the Postal Service has not used tax dollars since it ceased to be the US Post Office Department and became the US Postal Service in 1971. If we don't get tax dollars; then cutting service to save money is not going to benefit anyone. Only pain and misery can come from cutting six-day delivery. You need to contact your member of Congress to OPPOSE this legislation. We still have form letters that you can use on Legislative/Grassroots page of the [NRLCA.org](http://NRLCA.org) website. Please take advantage of these letters.

This past Wednesday, January 29th, the Senate Homeland Security and Governmental Affairs Committee was scheduled to vote on S. 1486. The proposed changes to the postal reform bill, which would push more cuts to service and collective bargaining, are drastically out of step with the reforms needed to save the U.S. Postal Service. The NRLCA, along with the NALC, APWU, and NPMHU, have all co-signed a joint letter opposing S. 1486 and urging all Senators on the committee to oppose its passage. After the USPS posted a profit on mail and parcel delivery in FY 2013, it is clear those additional cuts to service and the elimination of six-day mail delivery would be devastating to this historic institution. The NRLCA urges its members to contact those Senators on the Senate

Homeland Security and Governmental Affairs Committee and urge them to oppose passage of S. 1486.

Back on January 29<sup>th</sup>, the Senate Homeland Security and Governmental Affairs Committee met to markup S. 1486. The committee considered amendments before breaking for lunch, delaying the second part of the markup and the full vote on the bill until February 6. Thank you to those of you who contacted your senators prior to the markup. Please keep an eye on your email, as the Legislative Affairs Team will continue to update you with any pressing information.

If you have not signed up to be kept up to date and you are willing to call and/or write your members of Congress, go to the Homepage of the [NRLCA.org](http://NRLCA.org) and click on "Manage Profile" at the top left hand side of the page. At the bottom of that page you have the opportunity to sign up for the E-Activist Alert. Once you do that you should automatically receive an email from the Legislative Team when we need to contact Congress.

I am receiving PAC Donations regularly from the same 6% of our members that always support our PAC. I need to hear from the rest of you. In the not too distant future I and many others that work hard for our union will retire and what happens to you younger carriers will not be quite as important as it is now while we are still active carriers. We all need for our younger carriers and RCAs to step to the plate and help us fight this battle to save the Postal Service and our JOBS.

If you are new to supporting YOUR PAC, try starting with one hour of pay or \$25. That is a good start. 4000 or so \$25 donations will go a long way. Our PAC donations allow us access in Congress. Many members of Congress do not know that what Representative Issa is telling them is not true. We must have access so that we can educate them.



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 year **IS** an election year and Senator Hagan's seat is up for our vote as well as every member of the House. 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 (1/16/2014) 4,641  
 NC PAC Donors (1/16/2014) 118 (2.54%)  
 Members missing (1/16/2014) 4,523 (97.46%)

2.54% 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**.

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Thank you.

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**[vhath@embarqmail.com](mailto:vhath@embarqmail.com)**

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## North Carolina District Representatives

### Mid-Carolinas

Sally Corriher  
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704-855-2629

### Greensboro

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

## Assistant District Representatives

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

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

### Mid-Carolinas District Representative

*Sally Corriher*

Mail Count will begin February 22 and end on Friday, March 7. Mid Carolinas is counting 480 routes. The last day to have a RHD (LLV or FFV) assigned to your route is February 8. If you receive the RHD after this date, you will not qualify for the RHD rate of 43 pieces per minute for DPS letters. Entries on the 4239-the daily count sheet-should be verified by you before you case the mail. Check the sticky notes the counter places on the mail to make sure the mail is for your route, the piece count is correct, and the mail is recorded in the correct column on the 4239. If you disagree with an entry on the 4239, call it to your manager's attention before you case the mail. Once the mail is cased there is no way to verify that the piece count is correct or incorrect. You should receive your completed 4239 no later than the following business day for you to review for discrepancies. PS Form 4241 should be given to you on Monday, March 10 for your review. No matter what date you received the form you have two days to review the entries before you sign it. If you do not agree with the mail count, do not sign the 4241 that you certify the count data to be correct. You must then submit detailed written comments explaining the reason

**and exact nature (number of pieces, dates, type of mail, dimensions, address, anything to back up why you are disagreeing) of the error or the omission. This disagreement sheet must be turned in with the 4241. The effective date of the count is April 19, 2014. DUO's and Postplan will begin again on May 2, 2014.**

### J-Routes or H-Routes

With the new evaluations going into effect, remember that J-routes and H-routes may get a free Saturday when taking a full week of leave. In order to get the free Saturdays, you must have enough annual/sick leave to cover all the leave days including Saturday, but you will not be charged the leave for Saturday (Art. 10.4.A). Remember Free Saturdays are only allowed if your relief day is Saturday not some other day of the week. If you use an X day during this week instead of an annual or sick day, you will lose the free Saturday.

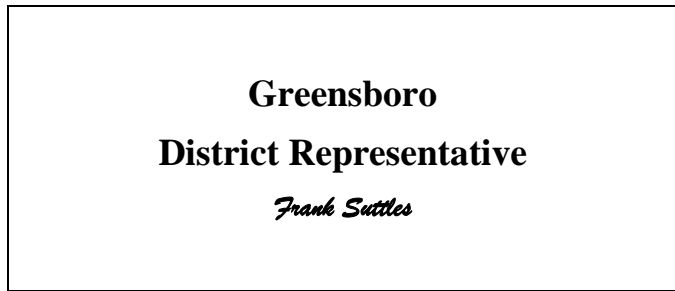
### USPS Provided Vehicles on Rural Routes

If a postal provided vehicle is not available for a route to which it is assigned, a rural carrier may be asked, but not required to provide a vehicle. If you provide a vehicle for any portion of the route, the normal daily equipment maintenance allowance (EMA) is payable. Rural Carriers are required to refuel postal-provided vehicles. If your route vehicle is used for other duties, as long as that usage does not interfere with you completing your route, **the users must return the vehicle with a full tank of gas.** The refueling compensation is included in the 30 minutes that was added to your route based on the mileage of the route. If another employee

uses your vehicle, it is their responsibility to make sure the gas tank is full. If you are having problems with refueling by other employees, please call the assistant for your area or me so we can get this taken care of.

### **Regular Carrier Scheduled to Work Designated Holiday**

When a holiday falls on the relief day of a regular carrier, the carrier shall be granted the preceding work day as the designated holiday (Art. 11.2.B). However, when no leave replacements are available to work on the designated holiday, the regular carrier may be scheduled to work on their designated holiday. Management is not required to schedule a regular carrier to work a relief day before scheduling the regular carrier to work his designated holiday. The regular carrier that is required to work his designated holiday will receive the daily rate of pay for the day in addition to holiday leave pay to which he is entitled. No X day is earned.



### **News from the Greensboro District**

#### **Territory Changes for Stewards/Representatives**

Due to a change with the number of stewards we have within our District it has been necessary to change some assignments. This is an ongoing process, so please go to the North Carolina website: [ncrlca.com](http://ncrlca.com) to verify the steward assigned to your office. A complete assignment list will be printed in the next state paper. If there is a local steward in your office, you must contact them first with any issues you may have.

#### **February/March Mail Count**

The mail count begins on Saturday, February 22<sup>nd</sup>. The District is planning to count 506 routes plus any routes that carriers have not opted out on. All auxiliary and vacant (as of February 7<sup>th</sup>) routes are being counted plus any route that has received an LLV since the last time it was counted. The District has also selected routes that they want to count. I urge those of you who are going to be counted to take the time to go over the mail count guide located in the January issue of the NRLCA magazine. I know, everyone that has been through a count thinks they'll remember it all, but it only takes missing a few things and you can lose minutes which can translate into

dollar\$. Mail count trainings were provided across the state but attendance was down.

Everything is important during the mail count. What you receive during a mail count is what determines your salary until the next time your route is counted. Make sure you get all the credit you are entitled to. **DO NOT** falsify or attempt to get credit for anything that is not yours. Discipline is likely to be issued up to and including removal, if you choose to be dishonest.

If you wish to select "high option", don't forget to sign the Leave Commitment option on the 4241. If you do not sign the Leave Commitment, you will receive the "low option". Remember, you must have 10 years of service from the date on line 17 on your PS Form 50 to be eligible for the high option.

If you have "differences" during the mail count with managers/supervisors on what a piece may be or on the number of pieces counted, try to solve it that day. It is always better if you can resolve any issue at that point. If not resolved, then make sure you document the item(s) and fill out a "mail count disagreement" form at the end of the count. The form is in the January NRLCA magazine. If you do disagree, make sure you are specific in your documentation. (How many, size, address orientation, etc.). If you do not agree with the count data, you should not sign the 4241 indicating that you disagree with the accuracy of the count. If you agree with the accuracy of the mail count, you should sign the 4241 indicating that you agree with the count data. When you use a disagreement form after the count, make copies, give one to your manager/postmaster, keep a copy for yourself and send the original to your assigned Assistant District Representative or to the District Representative. Make sure that you also include any documentation that you have (be specific).

#### **SAFETY**

We continue to have rural carriers not following proper procedures when they are out on the route. They are getting out of their vehicles (personal or government) and not curbing the wheels, not setting the brake, not taking the key out of the ignition and not locking the doors when the vehicle is out of sight. Some carriers are even leaving the engine running while loading the vehicle or while delivering articles to the door. If you are not sitting in the seat, the keys need to be in your pocket. District Safety personnel are observing all carriers on the route to make sure everyone is following the safety rules. So follow all the rules to avoid receiving discipline, which likely will result in a removal from the USPS.

Good luck to everyone counting and please be SAFE all the time.

# Constitution

## North Carolina Rural Letter Carriers' Association

Cherokee, NC  
June 26, 2013

### ARTICLE I Name

The name of this Association shall be the North Carolina Rural Letter Carriers' Association. The North Carolina Rural Letter Carriers' Association (NCRLCA), by its Secretary-Treasurer, maintains custody and control of the State Association name as well as any State Association logo or symbol. Unauthorized use of the State Association name, logo, or symbol shall be addressed by the filing of an internal union charge or legal action or both.

### ARTICLE II Purpose

The purpose of this Association shall be to improve the methods used by rural letter carriers, to cooperate with the Postal Service and the public for the good of the service, to promote a fraternal spirit among its members, to provide for a Mutual Benefit Association, and to improve their conditions of labor.

### ARTICLE III Members

#### Section 1. Member in Good Standing.

- A. A "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

#### Section 2. Classifications

- A. **Bargaining Unit Member.** Membership is open to the following rural carriers:
1. Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
  2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
  3. Substitute Rural Carriers (Designation Codes 72 and 73);
  4. Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
  5. Rural Carrier Reliefs (RCRs, Designation Code 75);
  6. Auxiliary Rural Carriers (Designation Code 77); and
  7. Rural Carriers in the Armed Forces of our country provided they were members when their duty began.

Bargaining Unit Members in good standing are entitled to all voting rights and to hold both elective and appointive office at all levels of the Association.

- B. **Retired Member.** Retired membership is open to Rural Carriers who were members in good standing at retirement on an annuity. Eligibility for Retired membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired membership. However, a Retired carrier whose membership has lapsed, due to extenuating circumstances, may apply for reinstatement to the National Secretary-Treasurer by providing proof of prior membership and the current year's dues. The National Secretary-Treasurer shall present the request for membership to the National Board for a decision. Retired Members in good standing are entitled to all voting rights with the exception of ratification of National Agreements. Retired Members may not be elected to National office.

- C. **Associate Member.** Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.
- D. **Retired Associate Member.** Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.
- E. All rural carriers in good standing at the time of retirement shall be honorary members of the Association, unless they elect to remain active members by the payment of annual per capita tax. Honorary membership may be bestowed upon others by this Association.

### **Section 3. Restrictions.**

- A. Inasmuch as it is an unfair labor practice under the Labor Management Relations Act (LMRA) for any employer (including persons acting in that capacity) to dominate or interfere with the administration of any labor organization, it follows that employers, while they may be members, may not be candidates for office or serve as officers.
- B. Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

### **Section 4. Dues.**

- A. Annual State Per Capita dues shall be defined as follows per membership classification plus the National per capita dues as defined in the National Constitution. State per capita dues include \$3.00 per member district dues.
- B. Regular Rural Carriers; State per capita dues for regular rural carriers members shall be paid at the rate of .0032% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- C. Part-Time Flexible Rural Carriers; State per capita dues for PTF rural carrier members shall be paid at the rate of .0032% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- D. Substitute Rural Carriers; State per capita dues for associate members shall be paid at the rate of .0009% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- E. Rural Carrier Associates; State per capita dues for substitutes, rural carrier relief employees, shall be paid at the rate of .0009% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.

- F. Rural Carrier Reliefs; State per capita dues for substitutes, rural carrier relief employees, shall be paid at the rate of .0009% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- G. Auxiliary Rural Carriers; State per capita dues for substitutes, rural carrier relief employees, shall be paid at the rate of .0009% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- H. Retired Rural Carriers; State per capita dues for retired rural letter carriers shall be \$50.00 per annum.
- I. Associate Member; Regular Rural Carriers; State per capita dues for regular rural carriers members shall be paid at the rate of .0032% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.
- J. Retired Associate Member; State per capita dues for retired rural letter carriers shall be \$50.00 per annum.

### **Section 5. Family Plan**

- A. In addition to the above defined amounts, annual State Auxiliary Per Capita dues shall be designated as follows, plus the National Auxiliary per capita dues as defined in the National Auxiliary Constitution.
- B. Regular Rural Carriers; \$3.00
- C. Part-Time Flexible Rural Carriers; \$3.00
- D. Substitute Rural Carriers; \$1.00
- E. Rural Carrier Associates; \$1.00
- F. Rural Carrier Reliefs; \$1.00
- G. Auxiliary Rural Carriers; \$1.00
- H. Retired Rural Carriers; \$1.00

Those members who have signed an authorization for deduction of dues form 1187 and those that have paid by cash shall have the above amounts deducted pro-rata from the total defined dues amounts by the NRLCA and remitted to the National Auxiliary quarterly.

Those NRLCA members who have signed an authorization for deduction of dues form 1187 or have paid by cash and do not wish to participate in the Family Plan may request a refund of Auxiliary dues. Such refund request must be made in writing to the NRLCA Secretary-Treasurer not more than twenty (20) days and not less than ten (10) days prior to the beginning of the NRLCA fiscal year. This refund request will stay in effect each year until the member notifies the NRLCA Secretary-Treasurer otherwise.

### **Section 6. Application.**

- A. The Association recognizes and accepts Standard Forms 1187 and 1187-R, Authorization for Deduction of Dues, for employees or retirees wishing to join the Association. Additionally, prospective members may make application by remitting in advance the appropriate annual cash payment.

### **Section 7, Affiliation,**

## **Section 8, Membership Year.**

- A. The Association Year shall begin July 1 and end June 30.

## **ARTICLE IV Subordinate Units**

### **Section 1. Subordinate Units.**

- A. Sub-units of this Association shall be called Districts. Districts may have sub-units called local districts for the purpose of fellowship.
- B. The Districts of the State Association shall be composed of the present 40 districts.
- C. County or counties may elect to change District affiliations only with the approval of the Executive Board.
- D. All district business meetings for the purpose of election of district officers and state delegates must be held no later than forty (40) days prior to the beginning of the state convention.

### **Section 2. Officers.**

- A. District officers shall consist of a President, Vice-President, Secretary-Treasurer, and such other officers as a district might desire. District officers form the medium of exchange and point of contact between state officers and association membership. District officers shall make a reasonable effort at all times to promote the work of the Association.

### **Section 3. Annual Report.**

- A. The Secretary-Treasurer of each District shall report to the state secretary-treasurer each year no later than fifteen (15) days prior to the state convention, giving the names of the new officers of the District, the names of the delegates to the state convention.

### **Section 4. District Constitution and By-Laws.**

- A. All district Constitutions and By-Laws must be in harmony with the State and National Constitutions. The District units are auxiliary to the State, and the State Association is Auxiliary to the National Association.
- B. In the event that a district has no Constitution and By-Laws, the following rules shall apply:
  - 1. Membership and voting privileges shall be the same as the State Association
  - 2. All district officers and state delegates shall be elected by secret ballot and in no case by acclamation except by unanimous consent.
  - 3. Any annual meeting for the purpose of electing district officers and state delegates shall be held at a time and place that each member can reasonably be expected to attend.
  - 4. Each district member must be notified in writing at least fifteen (15) days prior to the required annual meeting held for the election of district officers and state delegates. Notification for any other meetings the district may hold will be by any method the district executive board deems appropriate. Retirees will continue to be notified in writing for all meetings. The purpose of any meeting shall be stated.
  - 5. District dues shall be \$3.00 per year for each member.
  - 6. Any member not satisfied with the election procedure following the district meeting may appeal to the State Executive Board. The State President shall select a member, the grievant shall select a member, and the two shall select a third member to act as chairman. The three shall conduct a hearing and render a decision.



## **Section 5. Trusteeship.**

- A. The President, with approval of the State Board, may place in trusteeship any District Association or subordinate body for any of the following reasons:
  - 1. To uphold the principles and integrity of this Constitution;
  - 2. To correct corruption or financial malpractice;
  - 3. To assure performance of collective bargaining agreements for other duties of a bargaining representative;
  - 4. To restore democratic procedures; and
  - 5. To otherwise carry out the legitimate objectives of the State Association.
- B. **Authority.** The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.
- C. **Hearing.** A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the State Association or Unit in trusteeship, or from the National Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.
- D. **Termination.** The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.
- E. Any party not satisfied with the decision of the President under Section 4 or 5 shall have appeal rights as provided under Article VII of the National Constitution

## **ARTICLE V Officers and Appointees**

### **Section 1. Officers and Appointees.**

- A. The officers of this Association shall consist of a President, Vice-President, Secretary-Treasurer, and an Executive Committee of three members.
- B. The Executive Board, with the exception of the Secretary-Treasurer, must be a regular rural carrier, Auxiliary rural carrier, or a legally appointed substitute rural carrier i.e. (sub 73, RCA or RCR). No carrier on a retirement annuity, except the Secretary-Treasurer may hold any of the above mentioned positions. A retired carrier may fill the Secretary-treasurer position for the first five years of his/her retirement.

### **Section 2. Duties.**

- A. President
  - 1. The President shall preside at all meetings of the Association and the Executive Board, and shall have general direction of all affairs of the Association.
  - 2. He/She may call, immediately, a special meeting of the Association upon written request of a majority of the districts.
  - 3. The President shall approve all properly itemized bills as submitted to the Secretary-Treasurer for payment on demand or as soon as possible thereafter.
  - 4. He/She shall appoint all committees not otherwise provided for.

5. He/She shall submit at each annual meeting a written report of all his official acts, and he shall perform such other duties as the Constitution shall require.
6. He/She shall appoint a Chaplain for this Association. The Chaplain shall sponsor the devotional part of the State Convention, shall arrange a Memorial Service as a part of the Convention program, and shall provide for flowers used in the Memorial Service.
7. He/She shall appoint a Historian for this Association. The Historian each year shall write a brief, accurate, unbiased report of the Association and present it to the Annual Convention a year after the close of a particular year, preserve in a safe place these yearly histories, and release them to the Association upon request.
8. He/She shall appoint an auto and homeowners insurance representative. The insurance representative will be in charge of the insurance promotion for the state and will give a report at the annual convention.
9. He/She shall appoint a Political Action Committee Chairman. The PAC Chairman will be responsible for the promotion of a PAC fund and the receipts of said fund. He/She will also give a report at the annual convention.

B. Vice-President

1. The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification or refusal of the President to discharge the duties of his office, the Vice-President shall become the President and serve until such time as his successor shall be duly elected and installed.

C. Secretary-Treasurer

1. The Secretary-Treasurer shall keep a correct record of the proceedings of this Association and all meeting of the Executive Board and read, or cause to read, all reports, communication, etc., at each annual convention.
2. He/She shall conduct the correspondence of this association, keep a record of, and submit same when demanded by the Executive Board.
3. He/She shall be required to secure and retain the names and addresses of all the carriers in the state and supply a copy of the same to the President or other state officers when requested to do so.
4. He/She shall receive all monies which may be paid to this association, giving his/her receipt therefore.
5. He/She shall deposit all monies received by him/her in a convenient depository, such deposit to be made in the name of the North Carolina Rural Letter Carriers' Association.
6. He/She shall at each annual state convention make a report of his/her activities, and shall make a report of all receipts, disbursements and of all monies passing through his/her hands belonging to the association.
7. He/She shall, at the end of the term for which he/she is elected or upon earlier termination thereof, and whenever called upon by the Executive Board, account for and deliver over to said board or to his bonded successor in office all books, monies, papers, securities, and other properties of the association that may have come into his/her possession, except such as may have been legally disposed of previously.
8. The Secretary-Treasurer shall draw and attest all orders for money in payments of properly itemized bills that have been approved by the President, all of which shall be paid by the Secretary-Treasurer on demand or as soon as possible thereafter.
9. He/She shall pay to all delegates to the National Convention, except the National paid delegates, the amount designated in Article VII, Section 2 of the Constitution.
10. He/She shall notify all members of the time and place of the annual state convention at least (20) twenty days prior to the opening. He/She shall also inform the members at the same time concerning the procedure for nominating and electing officers of this association and the offices to be filled.

11. He/She shall perform such other duties as the Constitution may require of his office.

D. Executive Committee

1. It shall be the duty of the Executive Committee to hire an independent accounting firm to audit the books of the Secretary-Treasurer and report on the same at each annual convention.
2. The Executive Committee shall review all properly itemized bills as submitted to the Secretary-Treasurer for payment on demand or as soon as possible thereafter.
3. It shall be their duty to keep in force at all times a sufficient bond for the Secretary-Treasurer.
4. The Chairman, or one of its members, shall make a full report at each annual convention.

**Section 3. Election.**

- A. The nomination and election of officers shall be held annually. The election of officers shall be by secret ballot of elected delegates, and a majority of the votes cast by the delegates present and voting shall constitute an election.
- B. The President, Vice-President and Secretary-treasurer of this association shall be elected at each annual meeting for a term of one year, or until their successors are elected and installed. The President and Vice-President may be elected to two successive one-year terms. The Secretary-Treasurer may be elected to an unlimited number of one-year terms.
- C. One member of the Executive Committee shall be elected for a term of three years; an Executive Committee member may be elected to succeed himself.
- D. At the time of election, if said member is not a delegate to the National Convention, then said elected member shall be paid at the rate for the elected delegates to National Convention.
- E. The nominations of officers shall be made on the opening day of the convention with further nominations and the election to take place on the last day of the convention at the time provided for in the order of business. Only elected delegates may nominate.
- F. The election shall be by secret ballot of elected delegates and in no case by acclamation except by unanimous consent. When there are more than two candidates for the same office, after the second ballot, the one receiving the least number of votes shall be dropped until an election is determined. A majority vote of delegates present and voting shall constitute an election.
- G. The installation of officers shall take place immediately following the election. The outgoing President shall be the installing officer, or he may select a suitable person to perform this act, such an appointee to be an ex-President of this Association or a present officer of the National Rural Letter Carriers' Association.
- H. Any member not satisfied with the election procedures followed at the State Convention may appeal to the State Executive Board. The State President shall select a member, the grievant shall select a member, and the two shall select a third to act as chairman. The three shall conduct a hearing and render a decision.

**Section 4. Salaries.**

- A. No officer of this Association shall be paid any salary except the Secretary-Treasurer.
- B. The full-time State Secretary-Treasurer basic salary shall be equal to the current annual salary for an evaluated route of 46K hours at Step 12. The full-time State Secretary-Treasurer will receive twenty-six (26) days of annual leave to be advanced at the beginning of each fiscal

year and thirteen (13) days of sick leave per Association fiscal year. Any unused annual leave shall be paid out at the current cash equivalent at the end of the fiscal year (June 30). Any unused sick leave will be paid out at the current cash equivalent at the end of the employee's tenure as State Secretary-Treasurer. Upon retirement, sick leave will be paid according to established rules for all Postal employees. The Executive Board shall set aside, annually, an amount equal to the value of any unused sick leave at the end of the fiscal year.

- C. The full-time State Secretary-Treasurer shall be considered in an official duty status during the entire State Convention and any State Booster meeting(s). The full-time State Secretary-Treasurer shall be considered in an official duty status at a National Convention only during the required Secretary-Treasurer Seminar and any travel days approved by the State President.
- D. The full-time State Secretary-Treasurer shall be required to use annual leave or leave without pay, at the State Secretary-Treasurer's option, for any and all days spent on all National Committees, Task Forces, and/or Commissions. Saturday and Sunday shall not be considered as work-days missed and would not necessitate the use of annual leave or leave without pay.
- E. The full-time Secretary-Treasurer will become effective September 1, 2007 (PP-19).
- F. The State President shall be paid sub-hire at the 46K, Step 12 rate, unless his/her route evaluation is higher, for days used on association business up to fifteen (15) days per year excluding convention and booster meetings. The remaining members of the Executive Board, except the Secretary-Treasurer, shall be paid sub-hire at the 46K, Step 12 rate, unless his/her route evaluation is higher, for days used on association business up to ten (10) days per year excluding convention and booster meetings. All members of the Executive Board shall be granted sub-hire at 46K, Step 12 rate, unless his/her route evaluation is higher, for any special meetings that the Executive Board requires him/her to attend, excluding the Secretary-Treasurer, above and beyond the fifteen (15) and ten (10) days given.

#### **Section 5. Expenses.**

- A. The Association shall pay all expenses of the Secretary-Treasurer's office, including \$4800 per annum for office rent and secretarial help.
- B. The Secretary-Treasurer shall pay the President-elect the sum of \$100 to be used for miscellaneous expenses during the year.
- C. Mileage will be paid at the current allowable IRS rate per mile by the nearest route open to public travel; the actual expenses for room shall be paid to all state officers, or a member designated by the State Board while on business for the State Association. Per Diem will be paid at the current NRLCA national rate (currently \$40 per day) to be paid on a quarterly basis. Two hours of a quarter will constitute payment for a full quarter, less than two hours no payment is due.
- D. The Executive Board shall appoint an editor for the *North Carolina Rural Carrier*. The editor shall be paid \$3600 per annum for office rent and secretarial help and other expenses on the same basis as the State Officers to perform editorial duties as required by the State Board. If the Executive Board appoints a full-time NC RLCA employee as Editor no office rent or secretarial help will be due for the work performed.
- E. The SAC officer(s) shall be paid for any necessary expenses incurred during the planning and the attending of the South Atlantic Conference.
- F. The Historian shall be paid for any necessary expenses approved by the Executive Board. He shall receive compensation for attendance at the annual state convention or any other meetings where attendance is required on the same basis as the state officers.

- G. The Chaplain shall be paid for any necessary expenses approved by the Executive Board. He shall receive compensation for attendance at the annual state convention or any other meetings where attendance is required on the same basis as the state officers.
- H. The auto and homeowners' insurance representative shall be paid for any necessary expenses approved by the Executive Board. He shall receive compensation for attendance at the annual state convention or any other meetings where attendance is required on the same basis as the state officers.

#### **Section 6. Removal.**

- A. The State Board may suspend with pay a state officer for misconduct or neglect of duty in office, pending a hearing before a committee of three members within 30 days of suspension. The members shall be selected as follows: one member selected by the State Board, one selected by the suspended officer; and a chairman selected by the other two members. No state officer shall serve on the Committee. The committee shall report its findings and recommendations to the next State Convention. The State Convention, by a two-thirds vote, may remove the officer from office. An officer does have the right of appeal to the National Board.

#### **Section 7. Vacancy in Office.**

- A. Vacancies or absences occurring by death, or otherwise, shall be filled by the Executive Board unless otherwise provided for. The term of the new official filling such vacancy shall be temporary and shall expire at the end of the next annual convention.
- B. When any officer of this Association becomes separated from the service, his office shall be placed, automatically, at the disposal of the other members of the Executive Board. They shall, at their discretion, continue said official in his office until the next meeting of the Association or may declare the office vacant and proceed to elect a successor to fill the unexpired term.
- C. **Separation.** An officer who voluntarily separates from the rural craft shall be deemed to have resigned from office. An officer whose separation from the rural craft is determined by the State Board to be through no fault of the officer shall remain in office until the next State Convention. Should an officer retire to avoid detrimental effects to retirement benefits because of changes in the retirement system or tax laws, such officer shall remain in office until the next State Convention.

#### **Section 8. Association Property.**

- A. Officers shall account for and deliver to their successors or to the State Board all monies, books, papers, securities or other property of the Association at the end of their term of office or when requested by the State Board.

### **ARTICLE VI Meetings**

#### **Section 1. State Convention.**

- A. The regular meeting of this Association shall be held annually.
- B. This Association shall meet in annual session between May 15 and July 15 at such time as the Executive Board, in concurrence with the officers in the district in which the meeting is to be held, shall designate. If deemed necessary it may select a date not within the above designated period for any annual meeting, provided all districts must be notified thirty (30) days in advance of such meeting.

## **Section 2. Site Selection.**

- A. The annual meeting place for the state convention shall be selected as follows: The annual convention will be held on a rotating basis with the state being divided into six areas. These six areas will have lead cities/zip codes in the following order:
1. Greensboro/Winston-Salem: 270-274
  2. Fayetteville/Wilmington/New Bern 283-285
  3. Hickory/Boone: 286
  4. Charlotte/Salisbury/Concord: 280-282
  5. Raleigh/Rocky Mount/Durham: 275-279
  6. Asheville/Hendersonville: 287-289
- B. The Executive Board will assume all responsibilities of the convention, including, but not limited to, selecting the city(s), hotel, date of convention, all committees (including registration), and Sunday reception. The District(s) in which the convention is held may be asked to assist. The convention delegates will select the place of the meeting by ballot, if multiple cities are presented.

## **Section 3. State Delegates.**

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof; however, when the annual convention meets before July 1, the paid-up members for the current year will be based on the final report of the Credentials Committee, shall be the basis for determining the delegate vote.
- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

## **Section 4. Quorum.**

- A. Ten delegates shall constitute a quorum for the transaction of any business of the association but less than that number may adjourn to some future date.

## **Section 5. Order of Business.**

- A. When the presiding officer takes the chair, the officers and delegates shall take their respective seats and at the sound of the gavel, there shall be silence.
- B. The business of the annual meeting shall be taken up in the following order:
1. Calling convention to order.
  2. Naming Members of Committees.
  3. Calling roll of state officers.
  4. Calling roll of districts.
  5. Report of Credentials Committee.
  6. Reading minutes of last meeting.
  7. Report of temporary committees.
  8. Report of standing committees.
  9. Communications.
  10. Reports of State Officers.
  11. Nominations of Officers.
  12. Unfinished business.
  13. New business.
  14. Selection of the new convention city.
  15. Nominations and election of officers.

16. Installation of officers.
  17. Closing.
- C. This order of business may be amended at any annual meeting by a two-thirds vote of elected delegates present and voting.

### **Section 6. Booster Meetings.**

- A. The Executive Board shall establish a Fall Booster meeting. This meeting will occur between November 1 and November 30 each year.
- B. The meeting place for the Fall Booster shall be selected as follows:
  - a. Western Area—286-289 one year
  - b. Eastern Area—283-285 or 275-279 one year
  - c. Piedmont Area—280-282 or 270-274 for three consecutive years

The Executive Board will assume all responsibilities of the Fall Booster, including, but not limited to, selecting the site(s), hotel, date of Fall Booster, and all committees. The District in which the Fall Booster is held may be asked to assist. The State Convention delegates will select the site of the meeting by ballot, if multiple sites are presented.

## **ARTICLE VII National Convention Delegates**

### **Section 1. Delegates**

#### **A. Eligibility**

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.
2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such “good standing” status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.
3. A member who from the time of nomination through the end of the convention holds any position in USPS management or a job which competes with the USPS or this Association shall be ineligible to serve as delegate.

#### **B. Nomination**

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to the Secretary-Treasurer on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot shall be published in the February, March, April and May issues of *The National Rural Letter Carrier*.
2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

#### **C. Elections**

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office

box.

3. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
  4. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
  5. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.
  6. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
  7. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.
  8. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
  9. The State Secretary shall prepare credentials for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send to the National Secretary-Treasurer. The state's seal shall be embossed on the face of credentials.
  10. Delegates-at-large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
- D In case of a tie vote, the tie will be broken by a drawing supervised by the Election Committee.

## **Section 2. Compensation of state-paid National Delegates.**

- A. The State Association shall pay to all delegates to the National Convention, except the delegate-at-large and the national paid delegates, the amount equal to the national mileage and per diem as in the national constitution Article VI, Section 3. The delegate's compensation will be a minimum of \$1000 per delegate if the amount equal to the national mileage and per diem does not exceed \$1000. If mileage and per diem does not exceed \$1000, the delegate-at-large and all national paid delegates will be paid the difference from state funds.
- B. The State Association shall pay to the top three alternate delegates attending the national convention a sum equal to the amount paid to the regular state paid delegates.
- C. If a regular national delegate does not attend 90% of all scheduled meetings including caucus, unless appointed by the national office to perform another duty, the executive board will have the authority to pro rate the appropriated money by the percentage of meetings attended.



**ARTICLE VIII**  
**State Board**

**Section 1. Members.**

- A. There shall be an Executive Board consisting of the President, Vice-President, Secretary-Treasurer, and three members of the Executive Committee.

**Section 2. Duties.**

- A. The Executive Board shall act as a trustee of this association and have general supervision of and control over the association during the interim between meetings. The proceedings of all Executive Board meetings must be read at the succeeding state convention.
- B. The Executive Board shall interpret the acts and resolutions of the state convention and make provisions for their execution when necessary.
- C. The Executive Board shall act as a trustee for any district found acting in violation of the State Constitution and shall have general supervision of and control over such district until compliance is restored.

**ARTICLE IX**  
**Committees**

- A. For each annual convention the following committees shall be appointed:
  - 1. Five members or more on Constitution.
  - 2. Five or more on Resolutions.
  - 3. Three or more on Credentials.
  - 4. Three or more on Election Committee.
  - 5. A Sergeant-At-Arms.
  - 6. A Parliamentarian
- B. The Committee on Constitution shall be appointed by the President thirty (30) days in advance of the state convention.

**ARTICLE X**  
**Appeals**

**Section 1. State**

- A. A member aggrieved by any action of a state association, officer or steward shall have the right to appeal to the State Board.
  - 1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.
  - 2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.
  - 3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.
  - 4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the necessary action to resolve the issue within 30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged

Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

- B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.
  - 1. This appeal must be in writing and be filed with the President of the National Association within 30 days of receipt of the State Board's decision.
  - 2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
  - 3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.
- C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.
  - 1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
  - 2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.
  - 3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

#### **ARTICLE XI**

##### **Parliamentary Authority**

The parliamentary authority of this association shall be Robert's Rules of Order.

#### **ARTICLE XII**

##### **Amendment of Constitution**

This Constitution may be amended at any annual meeting of this Association by a two-thirds vote of the elected delegates present and voting.

#### **ARTICLE XII**

##### **MUTUAL BENEFIT ASSOCIATION**

The Rural Carriers' Provident Guild shall be the official Benefit Department of this Association.

The State Board shall at the close of each convention recommend a person who is a member of the Provident Guild for appointment as State Representative, who shall serve until their successor is recommended by the Board and appointed.

# Resolution

**CHECK APPROPRIATE BOX**

- BINDING**  
 **NON-BINDING**

The following Resolution was adopted at the 2014 Annual Convention of the NC Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2014 National Convention in Grapevine, Texas for consideration and appropriate action.

## ISSUES

Check one:

- AUTOMATION                       MAILCOUNT       VEHICLE  
 BENEFITS                               RELIEF DAY       WORK RULES  
 EMA                                       RETIREMENT  
 GRIEVANCE PROCEDURES       SALARY                       OTHER  
 LEAVE REPLACEMENTS       TIME STANDARDS       CONSTITUTION

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;  
New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:  
By: (a) Name of Document \_\_\_\_\_  
(b) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

## WHEREAS:

## BE IT RESOLVED:

## INTENT OF / REASON FOR CHANGE:

Signature \_\_\_\_\_

Date \_\_\_\_\_

# **Grasstop Connections**

## **Who do you know?**

The NCRLCA is looking for anyone with contacts to political representatives, big business, or any other influential people in your community that could be helpful in contacting Washington's Senators and Representatives for support in our fight to retain 6-day delivery.

Perhaps your neighbor has a sister that works for **Amazon or Netflix**. Maybe your best friend has an uncle that is the mayor of a town with lots of constituents that will be voting in upcoming elections. If you think about it, I'll bet you know someone whose business could be seriously affected by the loss of 6-day delivery.

These are potential *Grasstop Connections* and we need your help in reaching out to these people.

## **What can I do?**

In the upcoming months, the NCRLCA will be soliciting *Grasstop Connections* information from you. We want to make contact with anyone that has the potential to help us save our future. Please share those connections with us. Your *Grasstop Coordinator* is **Vicki Gray**. Vicki's Address is 424 Wapiti Drive, Spring Lake, NC 28390.

For further information or if you have questions, please contact **Vicki Gray at 910-497-5306**, your State's Committeeperson. She can assist you and will be providing *Grasstop Connections* information at your district meetings.

## **When should I start?**

Start right now - Send Vicki your contact names ASAP!  
NC needs all the help we can get. Most of our representatives DO NOT  
Support our views on the Post Office.

***Together, we can make a difference!***

## 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](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

##### Congressional District 10:

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

##### Congressional District 11:

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

##### Congressional District 12:

This office is vacant until elections\*  
2304 Rayburn House Office Bldg.  
Washington, DC 20515 (202) 225-1510

##### Congressional 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.

\*Congressman Watt resigned due to his appointment to the position of Director of the Federal Housing Finance Agency

## **NORTH CAROLINA AUXILIARY OFFICERS**

### **PRESIDENT**

**MRS. SUSANNE REAVIS**  
345 Harvey's Ln  
Traphill, NC 28685-9133  
336-957-2004

### **VICE PRESIDENT**

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

### **SEC./TREAS.**

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

### **EXECUTIVE COMMITTEE**

#### **MR. LINWOOD SMITH**

1008 Dowling Road  
Raleigh, NC 27610-4419  
919-212-1564

#### **MR. CHARLES ADAMS**

**1940 Shawtown Road**  
Glade Valley, NC 28627-9161  
336-657-8962

#### **MRS. EDITH KNIGHT**

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

#### **CHAPLAIN**

#### **MRS. CAROLYN WARD**

3951 Virginia Rd  
Tyner, NC 29780-9797  
252-221-4683

#### **PROVIDENT GUILD**

#### **MR. CHARLES ADAMS**

**1940 Shawtown Road**  
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336-657-8962

#### **HISTORIAN**

#### **HARRIET P. LINEBERGER**

**3668 Startown Road**  
Maiden, NC 28650-8722  
704-732-1604

#### **JUNIOR SPONSOR**

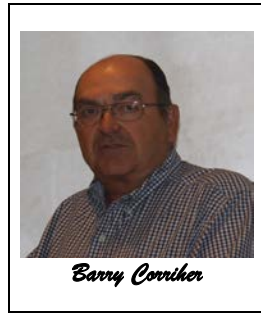
#### **MRS. SARAH STEWART**

251 Cedar Drive  
Stoneville, NC 27048-8412  
336-427-3675

#### **PAST PRESIDENT**

#### **MR. L. E. WHITE**

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



## **Auxiliary News**

I recently learned a little history about our nation's Capital building and I would like to share some with you. History of the United States Capitol Building began in 1793. Since then, the U.S. Capitol has been built, burnt, rebuilt, extended and restored. George Washington selected the area that is now the District of Columbia from land surrendered by Maryland. He also selected three Commissioners to survey the sight and oversee the design and construction of the Capitol City and its government buildings. The site for the Capitol

Building was called "a pedestal waiting for a monument." President Washington laid the cornerstone of the U.S. Capitol in the building's southeast corner on September 18, 1793, with Masonic ceremonies. Work progressed under the direction of three architects in succession.

Construction was a laborious and time-consuming process: the sandstone used for the building had to be ferried on boats from the quarries at Aquia, Virginia; workers had to be induced to leave their homes to come to the relative wilderness of Capitol Hill; and funding was inadequate. By August 1796 the commissioners were forced to focus the entire work effort on the building's north wing so that it at least could be ready for government occupancy as scheduled. Even so, some third-floor rooms were still unfinished when the Congress, the Supreme Court, the Library of Congress, and the courts of the District of Columbia occupied the U.S. Capitol in late 1800. The War of 1812 left the Capitol, in Latrobe's later words, "a most magnificent ruin": on August 24, 1814, British troops set fire to the building, and only a sudden rainstorm prevented its complete destruction. Immediately after the fire, Congress met for one session in Blodget's Hotel, which was at Seventh and E Streets, N.W. From 1815 to 1819, Congress occupied a building erected for it on First Street, N.E., on part of the site now occupied by the Supreme Court Building. This building later came to be known as the Old Brick Capitol. The Capitol was by this point already an impressive structure.

At ground level, its length was 351 feet 7-1/2 inches and its width was 282 feet 10-1/2 inches. Up to the year 1827--records from later years being incomplete--the project cost was \$2,432,851.34. Improvements to the building continued in the years to come (running water in 1832, gas lighting in the 1840s), but by 1850 its size could no longer accommodate the increasing numbers of senators and representatives from newly admitted states. The Senate therefore voted to hold another competition, offering a prize of \$500 for the best plan to extend the Capitol. Several suitable plans were submitted, some proposing an eastward extension of the building and others proposing the addition of large north and south wings. However, Congress was unable to decide between these two approaches, and the prize money was divided among five architects.

In 1983, work began on the strengthening, renovation and preservation of the West Front of the U.S. Capitol. Structural problems had developed over the years because of defects in the original foundations, deterioration of the sandstone facing material, alterations to the basic building fabric (a fourth-floor addition and channeling of the walls to install interior utilities), and damage from the fires of 1814 and 1851 and 1890 gas explosion. To strengthen the structure, over 1,000 stainless steel tie rods were set into the building's masonry. More than 30 layers of paint were removed, and damaged stonework was repaired or replicated. Ultimately, 40 percent of the sandstone blocks were replaced with a special consolidant and then painted to match the marble wings. The entire project was completed in 1987, well ahead of schedule and under budget.

Opened in 2008, the U.S. Capitol Visitor Center is the newest addition to the historic Capitol Building. At nearly 580,000 square feet, the Visitor Center is the largest project in the Capitol's more than two-century history and is approximately three-quarters the size of the Capitol itself. The entire facility is located underground on the east side of the Capitol so as not to detract from the appearance of the Capitol Building and Grounds designed by Frederick Law Olmstead in 1874. The Capitol Visitor Center contains exhibits, orientation displays, theaters and other facilities to make the visitor's experience in the Capitol more informative and meaningful.

National Auxiliary President Shelia Reardon-Gilmon invites us all to "Know our Capitol" and I hope you found the above information interesting.

Don't forget those National Scholarship Applications by March 1 and the North Carolina Scholarships by June 1.

God Bless you all and stay warm the rest of the winter.

## A Summary of the NRLCA 2013 National Convention

By Brenda Gibbs

The Convention began on Tuesday, August 13 and ended on Friday, August 16, 2013.

Tuesday began with a memorial service to honor those rural carriers that were lost in the past year. This was followed by the National Anthem and Pledge of Allegiance.

Jakki Strako, VP Great Lakes Area provided us with information concerning the new priority packaging and how it has been made more customer friendly. New plans are being implemented that allow mailers to be able to track their sales ads so that they know when ads have arrived at their destination. This helps them plan when they need the most coverage. Both of these items will increase our revenue and provide us with a better financial outlook.

We continued our meeting with speakers beginning with a member of the Missouri 5<sup>th</sup> District, Congressman, Emanuel Cleaver. He spoke with great fervor about the Postal Service and the job that we as rural carriers do. Our keynote speaker was Steve Doyal, Senior VP for Hallmark Cards, Inc. Steve was followed by members of the NRLCA Board, National Auxiliary and Juniors, Atlanta Postal Credit Union and National General Insurance (formerly GMAC).

On Wednesday afternoon the Constitution Committee began presenting the 23 proposed changes to the Constitution. The first 6 were concerning a biennial convention instead of the annual convention. They all failed

Amendments that passed were:

- Amendment 11, this was brought forth by the National Board as a cosmetic change, bringing wording from Article V in line with the National Steward System.
- Amendment 17, this was a minor wording change from his to his/her.
- Amendment 22, provided retirees the option of receiving contractual issues that they may not want.
- Amendment 23, this changed the language from State Steward to District Representative.

On Thursday we began voting on the 5 binding resolutions that were presented. None of those passed. We then began with the 127 non-binding resolutions. They included benefits,

EMA grievance procedures, leave replacements, mail count, relief day, retirement, salary, time standards, vehicles, work rules, and other items.

Included in that list is one that Lynn Shue and I proposed, resolution #39. This resolution was presented at our State Convention and passed there to be sent to the National Convention. It reads; *There shall be a relief day work list at each delivery unit. Twice during each guarantee period carriers will have the option to add their name to the list. Once your name is on the list, it will remain there until you remove it. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list.* It passed with no disagreement and no discussion. Thursday night was caucus night, with all members running for National Office going from caucus to caucus presenting their views and ideas to each caucus group.

Friday began with elections which resulted in one new Board member and one current Board member, David Heather, changing positions on the Board.

Election results were:

Jeanette Dwyer, President

Ronnie Stutts, Vice President

Clifford Dailing, Secretary/Treasurer

Joey Johnson, Director of Labor Relations

David Heather, Director of Steward Operations

New Board, Member Dennis Conley, 4 Year Executive Committeeman.

Also on Friday there were 6 appeals to the National Board. In all 6 cases the delegates accepted the proposal of the Appeals Committee after much discussion on each appeal.

Under new business, amendment 8 from Article III was brought back to the floor. It was a request for a dues increase which was then passed by the delegates as follows:

- A. Dues for regular carriers will be ½% of a 40 hour step 1 from table 2.
- B. Dues for RCAs will be .425% of a 40 hour step 1 from table 2
- C. Dues for retirees will be \$54.

The new officers were installed and the 109<sup>th</sup> Annual Convention ended.

## NCRLCA Dues for 2013-2014

- [ ] Regular...Cash.....\$598.00
- [ ] 1187...Bi-Weekly.....\$23.00
- [ ] Retired.....Cash.....\$109.00
- [ ] 1187R...Monthly.....\$9.08
- [ ] 73, RCA, RCR.....Cash.....\$204.00
- [ ] 1187.....Bi-Weekly.....\$7.85

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 2014

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

### April 2014

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

**TIME SENSITIVE MATERIAL**

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

