



# NORTH CAROLINA



# RURAL CARRIER

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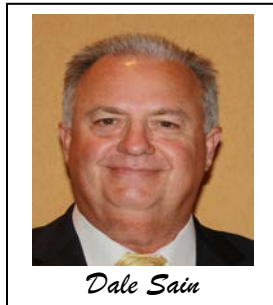
Edited Maiden, NC

July/August 2014

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### Fall Booster

Please check the website for info on the Fall Booster. Due to hotel costs and scheduling conflicts it has been very difficult to find a hotel in the correct geographic area for this year. Updates will follow.



Dale Sain

### President's Message

Hello All,

I want to take this opportunity to welcome all of our new members who joined due to our RAFT (Recruit A Friend Today) program. As our national President Jeanette Dwyer says, "Our members are the life-blood of this union." There were many new faces at the district meetings that I attended, and at our recent state convention in High Point.

Speaking of High Point, we had an extremely successful convention. On Sunday, the Meet and Greet was well attended, and the Memorial Service was very moving Thanks so much to Doug Byrum, our Chaplain, and to the Auxiliary and Juniors for their participation. On Monday we heard from Postal managers Craig Kinlaw, Ed Mauren, and Ronnie White, representing both the Mid-Carolinas and Greensboro Districts. We appreciate their participation. A special thanks to Roseanne Jefferson, who lead a packed house Retirement Seminar on Monday evening. I also want to thank our National representative Dennis Conley for his attendance and for the valuable information that he brought us.

Tuesday was a busy day as well, as Resolutions were presented and acted upon and a number of Constitutional changes were enacted. That afternoon, we had a great presentation from Dennis, our DR's, and assistant DR's. The day concluded with an exciting PAC meal and auction. Thanks go out to Van Heath, Lonnie Thigpen, Ellen Reavis, Roger Southern and the hosting Guilford County district for the great jobs that they all did. Congratulations also to our Carrier of the Year, Sally Corriher, a very well-deserved award!

Elections were held on Wednesday, where Daniel Caudle was re-elected as VP, Vicki Gray was re-elected as Executive Committeeman, and I was re-elected to serve as your President. Congratulations go out to Derek Harpe, who was selected as our new NC Secretary-Treasurer. Each of the three candidates for this position acquitted themselves well, making for a competitive election. The officers were installed by Dennis Conley and we adjourned. By the way, the 2015 State Convention will be held in Wilmington from June 14-17 at the Hilton, with a nightly room rate of \$139.00 per night.

Speaking of conventions, we will soon be in Grapevine, Texas for the National meeting. We will be staying at the Gaylord Texan Resort and Convention Center; dates are August 12-15 with a rate of \$170.00 per night plus taxes. Toll-free reservation number is 877-491-5138. Hotel is at 1501 Gaylord Trail, Grapevine, TX 76051.

Congratulations to all elected delegates and alternates. Personally, I consider it an extreme honor to receive your votes as a delegate, and I take the job very seriously. See you all in Grapevine, and be safe as you travel.

On a personal note, I want to thank Ronald Lineberger for his many years of service to this Union as Editor, Board Member, and Secretary-Treasurer. He was a great regular carrier to work for, (I was his RCA for eight years), and is a great friend and mentor to me. Thank you Ronald, for all your help, leadership and guidance.

# North Carolina Rural Letter Carriers' Association

## Officers

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Peach Belt	5	Ashe	6	Albemarle	2
Roanoke Chowan	7	Smokey Mountain	11	Tri-County	25
Southeastern	8	Guilford County	30	Five County	28
Burke/Caldwell	9	French Broad	31	Cleveland/Gaston	29
Caswell County	14	Harnett County	32	McDowell/Mt. Mitchell	36
Randolph County	42	Tidewater	52	Rutherford/Polk	47
Rockingham County	46	Watauga/Avery	57	Wayne County	56

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Cumberland/Hoke	20	Alleghany County	4	Alamance	1
Sea Level	23	Durham County	12	Brushy Mountain	3
Wake County	24	Catawba/Lincoln	15	Foothills	10
Person	41	Central Carolina	16	Yadkin River	26
Piedmont	50	Mecklenburg	38	Johnston County	34
Union County	54	Orange County	39	Roanoke	44
				Tar River	51

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**MAIL NEWS ITEMS BY 10<sup>TH</sup> OF MONTH  
AND ADDRESS CHANGES**

**TO:**

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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

**Standley Eugene Bass, 82**, Spring Hope, passed away Thursday, March 20, 2014. He was born April 4, 1931 in Nash County to the late Goodman and Alvarhada Manning Bass. Standley was a Korean War Veteran who served in the US Army. When he returned home, he began farming and was well known for his watermelon crops. Standley also worked with the US Postal Service, where he retired with 24 years of service as a rural letter carrier. He was a member of Mount Zion Freewill Baptist Church, where he held many positions. He loved baseball and softball and played both for many years. Standley will be remembered as a wonderful family man and he will be missed dearly.

Survivors include, his wife, Paula Swain Bass, one son, Lance Bass, one daughter, Lori Mills, one brother, Ronald Bass, two sisters; Mozelle Batchelor, Nan Bisette, sister-in-law, Rosalene Bass, grandchildren; Brandon Bass, Taylor, Trevor and Trey Mills, numerous nieces and nephews.

**Oliver Max Horne, 82** of Clarkton, NC passed away February 21, 2014. Max was a native of Columbus County, NC and was raised on the family farm in the Oakdale Community. He graduated from Evergreen High School in 1950 and immediately, enlisted in the Navy, attending boot camp at Naval Station Great Lakes, Illinois, serving at Ship Repair Facility Guam, attending Damage Control School at Naval Station Treasure Island, San Francisco, California and serving at Naval Base Pearl Harbor, Hawaii respectively from October 1950 to 1954 attaining the rank of Damage Controlman Petty Officer 2nd Class. Upon leaving the Navy he returned to Bladen County, NC, taking up residence with his wife on the farm in the Bluefield community where Daphne was born and raised. From 1954 to 1959, in addition to farming, Max worked as a John Deere mechanic for Johnson Cotton Company, Elizabethtown, NC, and in maintenance at the Riegelwood, NC paper mill. While continuing to farm, in 1960 he was hired as a rural letter carrier for the Clarkton, NC Post Office where he delivered the mail on Route #2 for 30 years. Max retired from the Postal Service in 1990 due to declining health. He was a member of First Baptist Church of Clarkton, NC where he served recurring terms as a deacon and twenty seven years as church treasurer. He served his community as a volunteer fireman, charter member of the Clarkton Rescue Squad and a member of the Lion's Club.

Additionally, he was a 32nd Degree Mason, Shriner.

Max is survived by his wife of 61 years, Daphne Horne of Clarkton, NC; son Tim Horne; daughter Jane Horne Miles; brother Charles Horne; sister Doris Bordeaux; brother Doug Horne; four grandsons, Nathan Horne, Travis Horne, Daniel Horne, Keith Miles; three granddaughters, Sandi Miles Hanley, Robin Miles, Traci Miles; and one great grandson Gabriel Hanley.

## Chaplain's Message

Doug Byrum, Chaplain

### Leadership

#### Read Romans 12:3-8

*We have gifts that differ according to the grace given to us.*

*Romans 12:6 (NSRV)*

What comes to mind when you think of leadership? Do you think of great leaders from the past? Or do you think of certain characteristics that you feel a good leader should possess – qualities like vision, self-confidence, communication skills, and decisiveness? In the Christian setting, many of us hesitate to lead when asked. Perhaps we don't feel we possess the skills needed to be a good leader.

Jesus' leadership was not about leading in the business sense but rather about doing what God had called him to do likewise, we have unique talents and gifts from God, and we are called to use those gifts for serving, for building up the Body of Christ. (See Eph. 4:12.) At times we may pretend we don't hear God calling us to serve, or we may rationalize that we are too busy. We may even try to convince ourselves that we are not capable because someone else is more qualified. However, God doesn't call the qualified; God qualifies those called.

The heroes of the Bible were ordinary people with typical human flaws and weaknesses. They show us that when it comes to serving in God's kingdom, we don't have to be spectacular – just available. Spiritual leaders are ordinary people, called and enabled by God.

**Thought for the Day:** Life is about letting God use each of us for a purpose

**Prayer:** O God, give us the courage to serve as faithful disciples in the world around us. In Jesus name we pray. Amen.

**Prayer Focus:** Ordinary Heroes.



### **Distracted Driving**

I hope those of you that attended the NC State Convention in Highpoint enjoyed your time there. We had several guest speakers with lots of information for us. If you did not attend, I urge you to please consider doing so in the future. There is nothing like getting information first hand.

One of the guest speakers was NC Highway Patrol Officer Christopher Knox. Officer Knox spoke to us about NC driving laws and motor vehicle safety.

Officer Knox talked about the type of motor vehicle accidents that rural letter carriers are typically involved in. Usually an auto driving at a moderate to high speed collides with the carrier that is traveling at a slow speed or is actually stopped. Oftentimes in these collisions the vehicles sustain quite a bit of damage and they frequently involve personal injury to the drivers. Unsurprisingly, in most of the accidents that he has investigated the carrier was hit from behind. Typically the carrier was stopped at or slowing to approach a mail box. In some of the accidents the carrier was pulling away from a mailbox and/or back into the roadway. Officer Knox stated that the road way is still ours unless we have pulled completely off the road. The autos behind us must slow down and yield to us until it is safe to go around. That is the law. However, we all know that some of those drivers behind us feel that we are in the way and they just zoom right around us. Regardless of who has the right of way, we need to be cautious and drive defensively so that we can go home to our families at the end of the day.

In other accidents that Officer Knox has responded to the carrier was making a left turn into a driveway or onto side road as the driver behind them was attempting to go around them. This type of accident is obviously a very serious accident. Officer Knox indicated that the carrier making a left turn must yield to the car passing them if they are in a passing zone. That was not a popular statement with the crowd! He told us he gets that response all the time but that is the way the law reads.

Regardless of who has the right of way, please be very careful when making those left turns. Make sure you look behind you and double check that blind spot before you make that turn! Your safety should be your #1 priority.

The main subject of Officer Knox's presentation was "**distracted driving**". Distracted driving is anything that takes your eyes or mind off the road in front of you. Our jobs innately take our minds off the road. We have the mail to deliver. We have to remember names, forwards, holds, vacant boxes, packages, scans, etc. We are always thinking about the mail and the next box.

The Postal Service already has several policies in place to help reduce distracted driving. We are not allowed to use our cell phones while driving. Headsets or Bluetooth **are not** an exception to the rule. They are also against USPS policy when driving. Absolutely no texting! No texting is also a NC state law. We are not allowed to "finger" the mail. There should be no mail in your hands or on your lap while you are driving. We should not be eating while behind the wheel. All of these policies are in place to help keep us and others safe.

Officer Knox explained to us that distracted driving is on the rise. It is the #2 cause of motor vehicle accidents in the US today. This distraction is caused by our cell phone. At any given moment during daylight hours, over 660,000 vehicles are being driven by someone using a hand-held cell phone.

Texting is the most alarming distraction because it involves manual, visual, and cognitive distraction simultaneously. Sending or reading a text takes your eyes off the road for an average of 5 seconds.

Going 55 MPH for 5 seconds is like driving the length of an entire football field, blindfolded. It is extraordinarily dangerous!

Officer Knox demonstrated this to us by using his giant tape measure. He had someone pull the end of it across the room. The tape measure went across the front of the meeting room and down the side of it. The tape measure was only pulled out to about 120 feet. A distance an automobile would have traveled in just about 1.5 seconds if it was traveling at just 55 MPH! It was a very eye opening demonstration.

In research published in April 2013 from the US Dept. of Transportation, National Highway Traffic Safety Administration, 11% of all drivers under the age of 20 that were involved in **fatal crashes** were reported as distracted at the time of the crash. This age group has the largest proportion of drivers who

were distracted. 21% of these drivers were distracted by the cell phone.

Drivers aged 20-29 make up 27 percent of the distracted drivers in **fatal crashes**. In this group 32% of them were using the cell phone.

These facts are only regarding fatal crashes. How many more accidents were there without a fatality? I do not know at this time. Maybe I can address that in a later article.

Now this research was published in 2013, but the data they used was from 2011! That makes the data 3 years old already. How many more people are using cells phones now? Or are completely at ease with multi-tasking with the cell phone and driving? That is pretty scary to think about.

With that I would like to invite you to take the pledge to drive phone free. Consider turning your cell phone off when you turn your ignition on. And if you're a passenger in someone else's car ask your driver to ignore their cell phone while driving.

Be sure to share this information with your teenagers and other younger drivers. They are the most at risk here. Have them take the pledge also.

**TAKE THE PLEDGE**

I pledge to:

- Protect lives by never texting or talking on the phone while driving.
- Be a good passenger and speak out if the driver in my car is distracted.
- Encourage my friends and family to drive phone-free.

The pledge is from the office of the National Highway Traffic Safety Administration.

## Carrier Retires

Libby Naumuk, Rural Letter Carrier for Castle Hayne, retired May 30, 2014 with 29 years and 3 months of service. Post Master Terry Rockwell presented Libby with a "Certificate of Appreciation" from the Postal Service and a "Certificate of Congratulations" from fellow employees at the Rocky Point Post Office. A celebration breakfast at the office and a congratulations dinner at The Olive Garden was enjoyed with coworkers, family and friends.



## Is There Insurance For Me?

All district meetings are over. Everyone on the Board and all the Stewards are getting ready for the state convention, summer vacations, family get-togethers, or fun in the sun. We must not forget open season for health insurance is right around the corner. For those who attended the meetings that I was present at, you heard me speak on the importance of looking into your health insurance. If you are happy with what you have, that is great; but if not, then now is the time to start comparing. In this article I am going to focus on RCA's and try to help them understand what is available to them, so they can request their information and have time to look it over before open season gets here.

Ok, RCA's, here goes. There is insurance out there for you. It is with Greater Insurance Service, TransChoice Plus. On your computer, go to [NRLCA.org](http://NRLCA.org) and click on the insurance tab. There is a video that you can watch that gives a lot of information about it. I will warn you, even though the video is from 2011, it still has the information you need to make a decision.

Now the basics:

If you have not signed up for your insurance yet, you will have to wait until open season, unless you have a life changing event. There is a First class plan and an Express plan. The First class plan pays less than the Express plan. For example, the daily in-hospital benefit under the First Class plan pays \$400 per day while the Express plan pays \$750.

There are outpatient physician office visits included, as well as surgical and anesthesia benefits, critical illness benefits, a prescription drug discount card, and even a small amount of term life insurance that comes with this health insurance. I have not listed everything that is offered or that will be offered this year, as I have not received the new information yet. As soon as I do, I will add it to the next newsletter.

There are rates for member only, member and spouse, member plus child(ren), and member plus family for both the First Class and Express Class. Looking at the rates for this insurance, I thought, wow! That's a little high, but then I realized it was a monthly rate, not bi-weekly, so it's not as high as I first thought. They also offer a short-term disability plan, accident insurance, and a ten-year life insurance policy.

We will have someone at the state convention that [www.RC-Benefits.com](http://www.RC-Benefits.com)



## RETIREMENT

*Mitch Reece*

This month, I would like to tell you about something we are doing at the state convention in High Point. We are having a guest speaker to talk about retirement. Her name is Roseanne Jefferson. Roseanne is a former USPS employee who worked in Human Resources before the transition to Shared Services. She provides expertise in maximizing your retirement benefits. Roseanne will be speaking on Monday afternoon.

That evening, she will also conduct seminars for both CSRS and FERS employees beginning at 6:30 PM. The CSRS seminar will be held first to be followed by the FERS session. I would strongly encourage you to attend the seminar for your retirement system. I know that you will learn something that will benefit you even if you are already retired. Come join us even if you are not yet ready to retire.



## A Personal Note from Former Sec/Treas.

*Ronald L. Linberger*

### Personal Note of Thanks:

As I am sure you are aware that on February 19, 2014 the love of my life, "Miss Harriet" left this life to be with her Lord in Heaven. I cannot express enough my appreciation for all the calls, cards and letters of condolences that I have received from all over this great State and Nation. I have just been overwhelmed with the love and support you have shown me in this very difficult time.

As you know with this convention I have decided not to seek the position of Secretary/Treasurer. A couple of years ago, Harriet and I made the decision that this would be my last year as Secretary/Treasurer and I would announce my retirement. I want to thank you for allowing me to enjoy nine years as your Secretary/Treasurer, eighteen years as the Editor of the North Carolina Rural Carrier Newsletter and fifteen years on the State Board. During this time I have had the pleasure of traveling to many interesting cities and






hamlets all across North Carolina and met many great rural carriers. As a great friend of mine, Leonard Scronce, whom some of you might remember as a past state Secretary/Treasurer and Editor used to say at each convention, this is my 28th consecutive State Convention and 27th consecutive National Convention. It has been an amazing journey and now it is time to step down and allow someone else this same opportunity. Thank you to all the great friends I have made during these many years.

## Auto-Homeowners' Insurance Update






*Brenda Gibbs*

### Safe Summer Driving

With more people driving on the roads during the summer, the period between Memorial Day and Labor Day has the highest percentage of auto accidents. Here is a list of safe driving tips to help keep you and your family safe. Begin by preparing yourself for the weeks ahead.

-  Watch your speed. Especially through neighborhoods and parking lots where children may dart out in front of you.
-  Don't rush. Plan ahead and leave early.
-  Respect trucks. If you can see the driver in his mirror he can see you. Don't follow close behind him or in his blind spot on either side.
-  As the weather changes, your driving should too. Remember to cut on your headlights on in rain and to increase your following distance.
-  Focus on the road. Save the phone calls and texts until you stop. If you are expecting an urgent message, pull over to take it.

Continue by preparing your vehicle for the rain and the heat.

-  Have your car battery checked.
-  Get an oil change.
-  Inspect your tires. Make sure they are properly inflated and rotate them according to manufacturer's recommendations. Check for tread wear.
-  Keep a check on your fluid levels, wiper blades, belts and hoses.
-  Keep a roadside emergency kit in your car.

Enjoy the rest of your summer!

Brenda Gibbs  
NCRLCA Auto/Home Insurance Representative



# Thank You Everyone

The State Convention is now behind us and by the time you read this many of us will probably already be in Grapevine, Texas for the 120<sup>th</sup> National Convention.

My first order of business this month is a long list of Thank You's. First, if you are one of the members that made a donation to PAC this year, I very much thank you.

Secondly, if you attended the State Convention in High Point I owe you many, many thanks. During the year, we collected just over 24 thousand dollars. During the three days of our convention we raised over 12 thousand dollars bringing our preliminary total for the 2013-14 PAC year to over 37 thousand dollars. Wow!!!

Now I have a few people that I need to make a shout-out to for thanks:

As always, our PAC Auction was officiated over by none other than Auctioneer Extraordinaire Lonnie Thigpen.

Our Vannas again were the illustrious Harold Norris and Donald Ayscue.

Auction Recorder was Peggy Vance.

Auction Item acceptance was handled by Belinda Sanders, my wife Roanoke Heath and myself.

Accounts Receivable was taken care of by Kaye Carter and Lynn Adams.

Of course; before the auction can take place, everyone needs a good meal.

Ellen Reavis provided the barbecue dinner.

Helping Ellen to serve and clean up afterwards were Audrey Solomon, Sharon Rush, Roger Southern, Peggy Vance, Jerry Huffines, Sandy Wilson, Terry Huffines, Judy Jones, Kathy Hogan and Danny Caudle.

Manning the door accepting donations for dinner were Roanoke Heath and Belinda Sanders.

An event like this requires a lot of hard work from a lot of people. As PAC Chair I get a lot of credit but without a lot of people helping out very little would get done. Thank you everyone.

Finally, we held our annual PAC Raffle between dinner and the beginning of the auction. The winners were:

\$100 Van Carter  
\$150 Danny Caudle  
\$250 Christine Laney

I highly recommend that all of our members go to NCRLCA.com and NRLCA.org and familiarize themselves with what is going on in Washington. Our Representatives will be coming home soon to campaign for re-election. You may have an opportunity to speak one-on-one with a member of Congress. Make sure you know what you want to talk to them about. Everything you need to know is on either the state or national websites.

**We desperately need your financial support to keep our lobbyists working on Capitol Hill and --- if you have not called your member of Congress and both Senators to voice your support of six day delivery; WHY THE HECK NOT? This IS an election year and 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.**

The Donor List is taking a break this month to make room for the Annual Reports. After the National Convention the List will be back with the final tally of all who donated during the 2013-14 PAC year. As of 15 July we are now in the 2014-15 PAC year.

**Send PAC Donations to:**

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**Email: [vh Heath@embarqmail.com](mailto:vh Heath@embarqmail.com)**

**For internet security; when emailing,**

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### Mid-Carolinas District Representative

*Sally Corriher*

that you choose and not dates that management wants you to take. If management denies the leave dates that you have requested because of "the needs of the service" please document. We can then show local and District management that you attempted to take leave, local management refused your requested leave, but they want you to take the leave on days that meet their needs.

If you are a carrier on the 2080/2240 list please think about some options to stay under 2080/2240. If you take a 30 minute lunch break, put down 30 minutes. Putting 10 or 15 minutes on the 4240 is not helping with the problem. Don't falsify the trip report. Carriers put down the same time every day for a lunch break, but we all know that the time will vary each day.

A carrier who has an overburdened route and did not receive auxiliary assistance could be entitled to some assistance to help control 2080 problems. Management gives auxiliary assistance when the route exceeds 57:36, but if you are on a 47K or higher and you work your evaluation, you will exceed 2080 hours. Contact the assigned assistant district representative or myself if this is a problem.

When a carrier signs the mail count sheet to guarantee using leave to stay under 2080 hours, this applies to

The 2080/2240 list has been rearing its ugly head. We are being told that the days needed to be taken off in some instances should be taken before July ends. The Postal Service has jumped the gun in requesting or in some cases requiring carriers to take off the days immediately.

Management cannot mandate you to take undesired leave. If your manager asks you to submit a leave slip for the days in question, submit a leave slip for the last days of the guarantee year. If you reduce the number of days needed to get you off the 2080/2240 list, you may withdraw the leave requests. If you decide that taking leave is what you want to do, management should allow you to take Annual/LWOP (LWOP may not be approved) to control the 2080 problem. The Annual/LWOP should be the dates



carriers who have a high/low option and chose the high option. If your route is a 43K or above, signing the mail count sheet does not apply to you. Management cannot require you to take leave to stay under 2080 hours.

If you are having any problems with 2080/2240 issues, please call your DR or ADR for assistance.

## Greensboro

### Assistant District Representative

*Jeff Essick*

In this day and time we have a lot of management members who have trouble with rural scheduling. There are also several calls from leave replacements wanting to move around on the Matrix to get all of the work. In order to provide you with the information needed to keep from being denied work or leave, I am providing some answers to common Matrix and scheduling issues. If further assistance is needed, please contact your Local Steward first (if your office has one) or your assigned DR/ADR.

#### Questions And Answers On The Matrix

**Q.** If the person assigned to the auxiliary route has accepted the auxiliary route as a 6 day assignment, where is he/she placed on the matrix if he/she gives up the 6 day assignment?

**A.** When a substitute, RCA, or RCR who previously elected to serve an auxiliary route 6 days, later accepts a subsequent leave replacement vacancy, the employee will be annotated on the assignment list as the primary leave replacement for that route. If there are blanks on the assignment list for a route in the second and third leave replacement slots, and the employee is qualified on the route(s), the employee may be designated accordingly on the assignment list. (Analysis of Changes National Agreement 1995-1999 pp. 25)

**Q.** Can a senior leave replacement carrier bump a junior leave replacement carrier?

**A.** There is no "bumping" on the matrix under any circumstances. As an example, when the substitute, RCA, or RCR who previously elected to serve an auxiliary route six days, accepts a subsequent leave replacement vacancy, the employee may not bump a leave replacement with less service in the office from a second or third designated assignment.

**Q.** Can each station or branch have its own matrix?

**A.** No. The matrix must be posted in each office, including stations and branches, and will list all regular rural routes along with the assigned leave replacement and those substitutes; RCAs and RCRs designated as the second and third leave replacements for each route. Stations and branches will fall under the main office and the matrix that is established for that office. Stations and branches can establish a separate list similar to the matrix for each

individual delivery unit which provides the qualified substitutes, RCAs and RCRs in the order of the longest period of continuous service in the office for each route in the delivery unit. This will assist management when offering an assignment within the delivery unit, once the matrix has been exhausted.

(Analysis of Changes National Agreement 1995-1999 pp. 23)

**Q.** If the primary, second and third leave replacements for a route are unavailable on a given day, is the work then offered to other qualified leave replacements by seniority?

**A.** Yes, the assignment will then be offered to qualified substitutes, RCAs or RCRs assigned to that delivery unit, in the order of the longest period of continuous service in the office. (Article 30.2.D; Analysis of Changes National Agreement 1995-1999 Pg. 26)

**Q.** What is qualified?

**A.** Qualified is defined as having received training on or having been utilized on the route. (Article 30.2.D.3)

**Q.** Last week there was no one available to carry route 1. Even though I have never been trained on route 1, my postmaster required me to deliver it. Now that I have carried route 1 am I considered qualified on that route.

**A.** Yes. Since you have been utilized on route 1, your name should be placed on the list showing you are qualified on route 1. (EL-902 Article 30.2.D)

**Q.** I have been trained on two routes. Should I have been given training before I was required to carry this additional route?

**A.** Yes. A newly appointed rural carrier craft employee or a leave replacement assigned to more than one route will be allowed a reasonable period with pay to become familiar with the route and become proficient. (EL-902 Article 9.2.L.1)

**Q.** If a leave replacement is given the opportunity to select two routes on the matrix that they are qualified on and they decline to make the selection, which routes would the leave replacement be designated for on the matrix?

**A.** If the leave replacement opts not to make a selection, management would then have the discretionary authority to place the leave replacement's name on the matrix as a replacement for routes on which he/she is qualified, if vacant.

**Q.** Is there a time frame for redoing the matrix?

**A.** No. When circumstances create a large number of blanks on the matrix due to conversions, auxiliary route assignments, etc., management should review the list to determine if some movement of qualified leave replacements or cross training is needed. (Analysis of Changes National Agreement 1995-1999 pp. 25)

**Q.** When redoing the matrix, can management change all the route assignments?

**A.** No. Should management decide that some movement amongst assignments is necessary, only those qualified leave replacements desiring to change assignments will be affected. (Analysis of Changes to the National Agreement pg. 25)

**Q.** I am an RCA and the senior leave replacement in my office. I have been trained on my primary assignment only. All of the other leave replacements have been trained on three routes. Do I have the right to require my postmaster to train me on three routes?

**A.** No. When necessary or desirable, a substitute, RCA or RCR who is assigned to one route may be utilized on up to three routes. However, the employee's prime responsibility is to the assigned route. (Article 30.2.C.1 USPS/NRLCA National Agreement 1995-1999)

**\*NOTE:** It is the position of the NRLCA that training on additional regular routes should be done by seniority. However, absent any contractual language to support our position, management has the discretionary authority to cross train. Discretionary authority must not be used in an arbitrary, capricious or discriminatory fashion. Before the other leave replacements are trained on a fourth route, management would be required to train you on up to three routes. (Step 4, G95R-4G-C 97105440, Prairieville, LA)

**Q.** When the regular carrier is on approved leave for an entire week and the primary relief carrier is not available, the secondary relief carrier is only available for three days, and the third relief carrier is available all week, who gets the work?

**A.** The secondary leave replacement would carry the route on the days he/she is available and the tertiary carrier would carry the remaining days.

**Q.** If the leave replacement assignment becomes vacant on a primary route due to the RCA becoming regular, quitting, being fired, etc., do you post the second and third assignment?

**A.** No. When a vacancy occurs in the leave replacement ranks, the primary assignment shall be offered to qualified substitutes, RCAs, and RCRs in that office in the order of the longest period of continuous service in the office, without regard to classification. When circumstances create a large number of blanks on the list due to conversions, auxiliary route assignments, etc., management should review the list to determine if some movement of qualified leave replacements or additional cross training is needed. Should management decide that some movement amongst assignments is necessary, only those qualified leave replacements desiring to change assignments will be affected. (Analysis of Changes National Agreement pg. 25, EL-902 Article 30.2.E)

**Q.** When the senior leave replacement makes his/her second and third selection on the matrix, can he/she select two second positions or two third positions?

**A.** No. When the employee is qualified on multiple routes the employee will be allowed to choose the two additional routes on which qualified, based on seniority. Qualified is defined as having received training on or been utilized on the route. The employee may appear as the primary replacement for one regular route and because of the seniority of the leave replacement appears as the second leave replacement on two additional routes. Conversely, the employee may appear in the third leave replacement column on two additional routes other than his/her primary route. Management must place the leave replacement on

the matrix in the second position(s) if available. If there are no second positions available, the leave replacement would be placed in the third position(s). (Analysis of Changes National Agreement 1995-1999 pp. 24)

**Q.** Are substitutes, RCAs and RCRs allowed to be on the matrix in more than one post office?

**A.** No. They would only appear on the matrix for the office to which they are assigned as the primary relief carrier. However, if the matrix has been exhausted and there is no one available in the office to deliver the mail, then a relief carrier from another office may be utilized in accordance with Article 30.2.D of the USPS/NRLCA National Agreement.

**Q.** What is meant by the term delivery unit?

**A.** Delivery unit is defined for this purpose as a physical location containing one or more five digit Zip Codes under the control of one postmaster or station/branch manager. (EL-902 Article 30.2.D.3)

**Q.** What happens when the leave replacements in the second and third positions on the matrix are unavailable?

**A.** If the second and third leave replacements on the list are unavailable the assignment will then be offered to qualified substitutes, RCAs, or RCRs assigned to that delivery unit in the order of the longest period of continuous service in the office. (Article 30.2.D; Analysis of Changes National Agreement 1995-1999 pp. 26)

**Q.** The primary leave replacement on route 1 has the five day auxiliary assignment, the regular carrier on route 1 is out sick and since I am the next senior leave replacement in the office, I am working the auxiliary route. If after 89 days the leave replacement on route 1 accepts the designation 74 assignment, will the time I have served on the auxiliary route count toward my 90 day qualifying period so I can begin earning annual and sick leave?

**A.** Yes. If the auxiliary route is awarded to the leave replacement who was temporarily assigned to the auxiliary route, the time served on the route would count toward the time requirement for earning leave in accordance with Article 10.5.B (Analysis of Changes National Agreement 1995-1999 pg. 97)

**Q.** If the auxiliary carrier has accepted the auxiliary route as a five day assignment, must they continue to be on the matrix?

**A.** No. The employee will only serve on the assigned auxiliary route and as the primary leave replacement on the assigned regular route. (Article 30.2.G.4)

**Q.** Should a leave replacement from a delivery unit be utilized before a leave replacement from another post office is utilized?

**A.** Yes, all leave replacements from a delivery unit must be utilized before going to another post office, in addition to regular carriers on and off the RDWL.

Jeff Essick  
Greensboro District ADR

## State Board Reports

### Annual Report of the President Dale Sain

During the 2013-2014 year, I attended board meetings in August, November, and March. My son Jesse and I went to the National Convention in St. Louis, Missouri in August. In September, I was honored to attend the New President's Training in Alexandria, Virginia, and was pleased that Paula was able to accompany me on that trip. We held our Fall Booster in Hickory, NC in November. In January we attended the South Atlantic Conference (SAC) in Atlanta, Georgia. During the course of the year, I attended twelve District meetings.

From June 2013 to the present, I traveled over six thousand miles on union business; this includes all conventions, training seminars and meetings. I used twenty-two days of annual leave and/or LWOP. Six of those days were for New President's Training and the Legislative Seminar. Also during this busy year, I had nine instances of overnight travel for union business due to Board and District meetings. I have been careful to use those days sparingly to minimize expenditures.

It has been a distinct honor and privilege to serve as your President this past year and I am humbled by the experience. I want to thank Paula and my family for their support this year and during my tenure on your State Board.

Respectfully submitted,  
Dale Sain

### Annual Report of Vice President Daniel L Caudle

After the State Convention in Cherokee last year, I attended the National Convention in St. Louis.

In November of 2013, I also attended the booster which was held in Hickory. Prior to the booster meeting, The State Board met for one of its meetings on Thursday and Friday.

In January of this year, I attended the South Atlantic Conference in Atlanta. In March, The State Board met to finish planning the State Convention in High Point.

In April and May, I attended all of my assigned districts and was able to attend some that were close to my residence. I drove 2,638 miles and had 5 overnights in hotels.

I also attended the Legislative Seminar in Washington, DC which also required 4 overnight stays. I was able to travel with President Sain so that the mileage cost was held to a minimum.

A special "thank-you" is extended to the wonderful rural carriers across North Carolina who take their time to attend Association functions. You really are special folks.

Respectively Submitted,  
Daniel L Caudle

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

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

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

#### Financial Report:

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

#### Membership:

The State membership ends on June 30, 2014. As of June 14, 2014 our membership stands at 4,642. Our current membership totals are: regular carriers 2,556; PTF's 3; relief carriers 1,179. There are 883 retired members and 21 associate members as of this report. I have processed 303 membership forms in fiscal year with 22 of these being regular carriers. We have had 58 members that have died this year. There have been 25 regular carriers that have cancelled their membership and 14 have separated from the Post Office. Fourteen RCA's have cancelled and 147 have left the Post Office and two members changed crafts. At last year's state convention, I reported 4,677 members. This gives us a negative impact of 25 members lost this past year. This is the fifth year in a row that we have had a loss in members after several years of gains.

**RAFT:** Recruit A Friend Today, a new recruitment program implemented by the National Office has been very successful this year. This program will end June 30, 2014 and may or may not be continued next year based on the numbers from this campaign. As of June 10, 2014 I have processed 151 membership applications (1187) through this program. Of these 10 have been regular carriers. Each recruiter will receive

\$25 for RCA's and \$50 for regular carriers recruited. Of these, as of May 18, 2014 nine RCA's did not survive the ninety day probation period. Thank you, Members, Academy Trainers and State Officers for your efforts in recruiting new members. I continue to recruit new members by mailing 1187's to new RCA's and regular carriers that have been recently converted from the RCA position. We must keep in mind that we have 2,736 non-members in North Carolina. This figure compared to last year shows that we have 312 more nonmembers this year as compared to last year. All members must continue to work on the non-members in our offices all across North Carolina. Our Union is only as strong as its members. Will you help?

#### **Department of Labor:**

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

The LM 2, which is the financial report to the DOL, was submitted in September, 2013 and will soon be prepared for September 2014. All 40 of the LM 4 reports to the DOL were submitted within 90 days of the close of the fiscal year.

#### **IRS and NC Department of Revenue:**

It is the responsibility of the Sec/Treas. to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. The annual 940 report to the IRS was submitted before the deadline. The CPA firm of Sherrill, Blake and Harrison review our books each quarter to help prepare these reports and do an annual audit of all financial records. This annual financial report is not completed until after the close of the fiscal year on June 30 and will be included in a later issue of the *North Carolina Rural Carrier*.

#### **Travel and Meetings:**

As your State Secretary/Treasurer, I attended the National Convention in St Louis, MO, SAC in Atlanta, GA, State Convention in Cherokee, Fall Booster in Hickory, thirteen District meetings, four Board meetings, two mail count trainings, one Secretary/Treasurer Training in Alexandria, VA and one in Atlanta, GA. I served as Chairman of the Sergeant at Arms Committee on Tuesday of the National Convention in St Louis. I have driven 8,208 miles on association business. I have used 16 overnights that the Union paid for the hotel. I also had

5 overnights for National Secretary/Treasurer training that were paid by the National Office.

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

I would like to thank everyone that has written letters, called or spoke to me personally this year with your concerns. I have received many calls from retired members that needed help in various ways. Also, I must thank the Board and the Stewards for their support this year.

Respectively submitted,  
Ronald L. Lineberger

#### **Annual Report of Vicki Gray Executive Committeeman**

This report covers my activities as Executive Committeeman from June 2013 through May 2014. In August 2013 I attended our NRLCA National Convention in St. Louis, MO. Also in August I attended a board meeting in Burlington, NC for official training as a State Officer.

In November I went to Hickory, NC for the Fall Booster and a board meeting held in conjunction with it.

In January 2014 I went to Atlanta, GA for the SAC conference.

In March I went to a board meeting in Highpoint, NC to finalize plans for our state convention.

I attended 9 district meetings across the state. I have used 4 days of annual leave and 7 days of LWOP. I had a total of 8 overnight stays and I drove a total of 3,489 miles.

I would like to thank the other members of the board for all the help and guidance that I have received. I have truly enjoyed my year as Executive Committeeman. I also wish to thank all of you, the rural carriers of NC, for allowing me the honor of serving you.

Respectfully submitted,  
Vicki Gray

#### **Annual Report of Brenda Prevatte Executive Committeeman**

This report covers my activities from June 2013 until now. I would like to say it has been an honor to serve my fellow carriers this year and look forward to next year. This year began with a board meeting after the state convention where we received our assignments. During the past year I attended the National Convention in St. Louis, Fall Board meeting, Fall Boosters, SAC in Atlanta, GA, Spring Board Meeting, a total of 9 District Meetings this past fall

and spring. I have used 9 annual leave days, drove 4,225 across the state and used 1 night of stay district meetings. I have enjoyed meeting so many new faces at the meetings everyone has been good to me in the learning process and been very supportive of me. I have had many phone calls at home some I could answer some I had to find the answer and get back too. Thank you to those that allowed me to get back to you with the correct answer. I would like to say thank to my fellow state officers who have help me learn and have had to repeat things for me and help to understand. Many thanks go to my family and husband, David, who has been my driver on so many of my trips and has been very understanding and supportive of all of my duties.

Respectively submitted,  
Brenda Prevatte

**Annual Report  
of Mitch Reece  
Executive Committeeman**

This report covers my activities for the past year. Following the state convention, I attended the post-convention board meeting where we received our district assignments. In July, I also attended a board meeting in Burlington prior to the national convention. I attended the national convention in St. Louis in August.

In the fall, I attended district meetings in Lumberton, Jarvisburg and Greensboro. I also attended a board meeting prior to the Fall Booster in Hickory.

In January, Secretary-Treasurer Lineberger and I represented the state board at Scottie Hicks' funeral in Kentucky. Later that month, I attended SAC in Atlanta.

February began with a district meeting in Greensboro. The following week, I represented the craft at the new hire orientation in Greensboro.

In March, I was in attendance at the state convention planning meeting held in High Point.

In April, I attended district meetings in Elizabeth City, Danville, Virginia, Williamston, Charlotte and Greensboro. I once again attended new hire orientation in Greensboro.

I had one district meeting in Boone during the month of May. I also attended the new hire orientation in Greensboro one more time.

I also was the board representative on the Secretary-Treasurer Committee. The committee met on three separate occasions. The meetings were held at the Fall Booster in Hickory, Burlington and Cary.

I traveled 4,172 miles on union business with 8 overnight stays. I used 16 days of LWOP and 4 days

of annual leave between July 1, 2013 and May 27, 2014.

It has been both a privilege and a pleasure to serve the carriers of this state this past year. I have enjoyed seeing different parts of the state as well as making new friends. I look forward to serving you in the future.

Respectively Submitted,  
Mitch Reece

**District Representative Reports**

**Annual Report  
of Frank Suttles  
Greensboro District Representative**

This report covers activities from June 1, 2013 through May 31, 2014. During this time I attended the State Convention in Cherokee, the National Convention in St. Louis, Missouri, SAC Conference in Atlanta, Georgia, the Regional Steward Training in Kansas City, Missouri, the National Steward Seminar in Alexandria, Virginia and the Fall Booster in Hickory.

I attended 8 district meetings, had 16 PDI's and attended 14 Labor/Management meetings with various Postmasters across the district. I attended 7 safety meetings within the district. With the help of the ADR's we conducted numerous mail count trainings and had multiple local steward trainings across the state.

I traveled 12,119 miles on union business and required 21 nights of lodging.

During the year, activity included 22 contractual grievances of which 19 were settled at Step 1. The other three were settled at Step 2. Discipline grievances included four letters of warnings which were settled at Step 1, two seven day suspensions, which were settled at Step 1, and two 14 day suspensions which were also settled at Step 1. There was one removal denied at Step 1 and Step 2 which was settled at Step 3.

Step 3 activity included 2 contractual grievances which were settled, and four removals of which two were settled and two which are awaiting a decision.

I wish to thank the Assistant District Representatives, Barbara Smith, Jeff Essick and Bryan Hudgins for their help, support, and work throughout the year. I also want to thank the Area Stewards, Gail Naillon, Brenda White, and Daniel Caudle for the job that they do. Lastly, I want to thank all of the Local Stewards for the work they do. They deserve a lot of credit for what they do in their own office on a daily basis.

I would especially like to that my family for their support. Being a District Representative, an

Assistant District Representative and or an Area Steward takes a lot of time away, which could be spent with their families.

Respectfully submitted,  
Frank Suttles

**Annual Report  
of Sally Corriher  
Mid-Carolinas District Representative**

This report covers my activity as a Full Time District Representative for the Mid-Carolinas from September 2013 through May 30, 2014. From June 30, 2013 through August 30, 2013, I served as a Full Time Assistant District Representative in Greensboro and Mid-Carolinas.

This past year I have conducted 4 Local Steward Trainings, 11 Mail Count Trainings for carriers and managers, and 6 District Meetings. I have participated in 3 Mid-Carolinas Safety Team Meetings, 9 Step Two Meetings, 3 DUO standup talks, 2 mail count standups, and 1 bidding standup talk.

Mid Carolina grievance activity included 63 PDIs and 85 Step 1s. Of the 85 Step 1s there were 8 Letters of Warning, 1-7 Day Suspension, 2-14 Day Suspension, 2-Emergency Placements, 1-Removal, and 71 contract grievances. I appealed 2-Emergency Placements, 1-Removal, and 2-Contractual grievances to Step 2.

My Step 2 activity included 129 grievances that were appealed to Step 2. There were 3-Letters of Warning, 3 Emergency Placements, 2-Removals, and 121 Contractual grievances. There were 3 Contractual grievances appealed to Step 3 along with 2-Removals, and 1-Emergency Placement.

This past year I have driven 8,980 miles on union business. I have attended Regional Steward Training in Kansas City, National Steward Training in Alexandria, Fall Booster in Hickory, State Convention in Cherokee, and SAC in Atlanta.

This has been a very busy year for me. It is difficult to change from one position to another, but with the support of all the local stewards, area stewards, and assistant district representatives, the understanding of the responsibilities and duties has improved. Thank you to all the stewards for all the hard work that you do every day.

I would like to thank Dennis Conley for all the work that he has done for North Carolina while serving as State Steward and District Representative. He has worked diligently for all of the carriers and guided the stewards to represent all the carriers to the best of our abilities. As a National Officer he will continue to work for all of us with understanding and determination and he will get the job done. Thank

you, Dennis, for all the help you have given me and all the guidance.

I must thank the most important person in my life-my husband, Barry. He attends meetings with me when he can and he keeps the home fires burning when I am on the road. Without his support I would not be able to do what I need to do for the carriers in North Carolina.

Respectfully submitted,  
Sally Corriher

**Annual Report  
of Bryan W. Hudgins  
Greensboro Assistant District Representative**

This report covers activities from June 1, 2013 through May 31, 2014.

During this time frame I attended the State Convention in Cherokee, National Convention in St Louis, Regional Steward training in Kansas City, and the Fall Booster in Hickory.

I attended 11 district meetings, had 31 PDI's and attended several labor- management meetings. I conducted mail count training attended required steward meetings and assisted with local steward training. Also, was involved in several RMPO and DUO stand-up talks and related issues on topic.

I traveled 22,457 miles on union business and required 39 nights of lodging.

Grievance activity included hearing 110 grievances at step 1. Of these 91 were contractual of which 60 were settled, 24 were denied and 7 are pending decision or hearing. Discipline was comprised of 19 grievances which included 3 removals one being settled and two denied. All three 14 day suspensions were settled.

There were 3 seven day suspensions with one being settled and two denied. Six letters of warning were settled at step 1. Four emergency placements were heard at step 1 with 2 settled and 2 denied.

Step 2 grievance activity included 112 contractual grievances which were settled at step 2. Discipline included 6 removals of which 5 were denied and 1 settled.

Fourteen day suspensions totaled 2 which were settled. There were four 7 day suspensions heard at step 2 with all being settled. Eight letters of warning were settled at step 2. Emergency placements numbered 6 with five settled and one denied. Total discipline grievances totaled 26. With 19 grievances pending decision or being heard step 2 activity totaled 157 grievances for the time period.

Respectfully submitted,  
Bryan Hudgins

**Annual Report  
of Barbara Smith  
Assistant District Representative  
Greensboro/Mid-Carolina's District**

This report includes my activities from June 1, 2013 thru May 30, 2014.

During the last year I attended the State Convention at Cherokee, North Carolina, National Convention at St. Louis, Missouri, Capital Metro and Northeast Areas, District and Assistant District Representative Seminar in Kansas City, Missouri, SAC Conference in Atlanta, thirteen district meetings, two intervention meetings, ten labor management meetings, six steward trainings, one steward meeting, nine mail count trainings for carriers and managers, sixteen DPS stand up talks, checked the plant at mail count, and two stand up talks for excessing of a carrier.

I have driven 19,119 miles on Union business and required 27 nights of Lodging, 7 of which were not charged to the Union.

Grievance activity for Mid-Carolina was 46 contractual settled at Step 1, 21 contractual appealed to Step II, 2 Letter of Warnings settled at Step 1, 1 Emergency Placement appealed to Step II, 2 Removals settled at Step 1, and 2 Removals appealed to Step II. I handled 28 PDI's Mid-Carolina.

Grievance activity for Greensboro was 29 contractual settled at Step 1, 17 contractual appealed to Step II, 7 Letter of Warnings settled at Step 1, 1 Letter of Warning appealed to Step II, 2 Removals settled at Step 1 and 1 Removal appealed to Step II. I handled 86 PDI's in Greensboro.

For both districts a total of 131 grievances handled with 8 at present to be heard. I did not have any 7-Day or 14-Day Suspensions.

Thanks to the District, Assistant District Representatives, Area Representatives, and especially the Local Representatives for their dedication to the association. A special thanks to my husband Linwood and family Daryle, Chad, Kym and Easton the grandson for their support while I have fulfilled my duties to serve the National Rural Letter Carrier Association. It has been an honor and privilege to serve the carriers of North Carolina.

Respectfully submitted,  
Barbara Smith

**Annual Report  
of Jeff Essick  
Assistant District Representative  
Greensboro District**

The first part of this report covers my activities from June 1, 2013 through September 30, 2013 as an Area Steward. I attended Local Steward Training, the State Convention in Cherokee and the National Convention in St. Louis, MO.

I attended 10 PDI's. I heard a total of 20 grievances at Step 1. There were 9 Discipline cases (5 Letters of Warning, three 7 Day Suspensions and one 14 Day Suspension). I settled all Discipline grievances but 2 of the 14 Day Suspensions at Step 1. I heard 11 Contractual grievances at Step 1. I settled all but 1 of those at Step 1.

I drove 1,405 miles during the 4 months of this year as an Area Steward.

The next part of this report includes my activities from October 1, 2013 through May 31, 2014 as a part-time ADR and on April 19, 2014 I became a full-time ADR. I attended ADR Training in Alexandria, VA the first week of October. The last week of October I attended the Cap Metro DR/ADR Training Seminar in Kansas City, MO. I was unable to attend the Fall Booster in Hickory due to my son's wedding. I attended the South Atlantic Conference in Atlanta, GA in January. I attended 12 District Meetings and assisted with Local Steward Training across the Greensboro District. I also visited the Greensboro P&DC during the 2014 Mail Count.

As an ADR I traveled 12,446 miles on union business and required 9 nights of lodging.

I met with management on 23 occasions for Labor-Management Meetings. I was present at 24 PDI's and one OIG Investigation. I heard 71 grievances at Step 1 during this period. There were 24 Discipline cases (13 LOW, three 14 Day, three Emergency Placements and Removals). Sixteen of these were settled at Step 1 and 8 were appealed to Step 2. I heard 47 Contractual Grievances at Step 1. Of these 37 were settled at Step 1 and 10 were appealed to Step 2.

The total grievances for this report as an Area Steward and an ADR are as follows: 33 Discipline grievances, 58 Contractual grievances for a total of 91 grievances heard at Step 1. For the year, 70 total grievances were settled at Step 1 and 21 were appealed to Step 2.

I wish to thank all of those who have placed their confidence in me and given support and guidance this past year.

Respectfully submitted,  
Jeff Essick

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

This is my report as Assistant District Representative for Mid-Carolinas from, June 30, 2013 until, May 30, 2014.

I have attended the South Atlantic Conference in Atlanta, 9 district meetings, 11 labor relations meetings, 12 trainings including mail count trainings, I have visited all Charlotte plants and before mail count and as needed. I have had 19 overnights and have driven 19,163 miles all on Union Business.

I have heard 176 step 1's and 187 PDI's. Of the 176 step 1's 38 were discipline. 38 were settled at step 1 and none were appealed to step 2. 138 were contractual, with five of those class actions. 131 were settled at step 1 and seven were appealed to step 2. I heard nineteen letters of warnings, four 7 day suspensions, six fourteen day suspensions, three emergency placements, and six removals.

The largest part of the contractual grievances had to do with Saturday relief, Matrix, and leave, all of these rotate around RCA's and managements unwillingness to hire. Last year I stated that hiring was on the rise, but shortly after the National Convention it slowed considerably. In the past weeks, Mid-Carolinas District has worked with me to develop a saturation mailing that has at least quadrupled our applicants.

I also said that if hiring continued that the formula office prospects may go away. Not only did it not go away, but we have added two more formula offices, with several more on the horizon.

It has been my honor and privilege to serve North Carolina as Assistant District representative for Mid-Carolinas. I look forward to the future challenges and wish to thank all the members of this association for this opportunity. I also want to thank my wife Darlene, for without her support and understanding, this would not be possible.

Respectfully submitted,  
Tracy Davidson

**Annual Report  
of Bethany Small  
Assistant State Steward  
Mid-Carolinas District**

This end of year report covers my activity from October 3, 2013 when I became an ADR through May 31, 2014. In October I attended ADR training in Alexandria, VA; the Regional Steward Seminar in Kansas City, MO and in November, the Fall Booster in Hickory, NC. I also attended three District

Meetings in May; District 8 (Southeastern) in Whiteville, District 23 (Sea level) in Wilmington and District 56 (Wayne County) in Goldsboro.

In 2013, I drove 2358 miles for union business, training and meetings, and in 2014 I drove 3212 miles for a total of 5570 for this period. I stayed overnight on 10 occasions.

During the last 8 months I have been to 12 Pre-Disciplinary Interviews and I have processed 16 grievances. Of those 16 grievances, 7 were appealed to Step 2, 4 were settled and 5 were sustained. Nine of the grievances were contractual, 6 were disciplinary and 1 was a class action. The disciplinary grievances consisted of 1 Emergency Placement, 1 Removal and 4 Letters of Warning.

I would like to thank the NC State Board for their support over the last 8 months. I have had the pleasure of meeting some of the most wonderful people and I am looking forward to what the future will bring. I feel as though I have been welcomed into this system by warm, positive and encouraging people. Transitioning from an Area Steward to an Assistant District Representative has had its challenges; however, I have been fortunate in that I have had an amazing support system during these first months. Dennis Conley has encouraged and guided me from my first days as a local steward and was instrumental in my advancement to an Area Steward and subsequently, an Assistant District Representative. With Dennis moving on to the national office, I was left in the very capable hands of District Representative Sally Corriher. Though her tenure as a DR has been relatively brief, her experience and knowledge of the Contract and the Steward System has ensured that she is an invaluable resource. I would like to thank Sally for always answering my non-stop phone calls at all hours and continuing to encourage me in the midst of this steep and sometimes intimidating learning curve. I would also like to thank the National Board, the District Representatives, the Assistants, Area and Local stewards that I have had the opportunity to meet and work with. Lastly, I would like to thank my husband, Matthew who is simply the best partner I could have ever asked for. It has been and continues to be an honor to be a representative of this Union and work for the collective good of the rural carrier craft.

Respectively Submitted,  
Bethany Small



**Appointed Position Reports  
Annual Report  
of Van Heath  
PAC Chair**

National Committeeman Conley, President Sain, State Board members, fellow association members and guest, this is the annual report of your PAC Chair.

At the end of May we had raised almost \$24,000. That puts us just a few dollars ahead of where we were this time last year and for that I am glad. This year we are sitting in third place nationally. The negative in this is that all of this is done by only 6 percent of our membership. Personally I think it is disgraceful that 94% of our membership does not think what we are doing is worth a onetime donation of \$25 per year. Throughout the year I have people that make donations of five or ten dollars at a time but do so somewhat regularly. I don't pretend to know the financial straits that many of our members find themselves in but I still think that every member can afford to make a \$25 donation each year even if they need to make it \$5 at a time. With the support that our PAC currently has, if we could just raise the participation level to twenty percent we would be a force to be reckoned with nationally. I think it's that important and evidently six percent of our members agree.

We lost a few of our sustaining members this year due to retirements. We dropped from a high of 28 last year to only 25 this year. Withholding and EFT is still the most painless way to donate to PAC. Just think, \$5 per pay period adds up to \$130 per year. That an easy and simple way to help fight the insanity in D.C.

In the past year your PAC Chair attended the National Convention in St. Louis Missouri, the South Atlantic Conference in Atlanta, the Fall Booster in Hickory, as well as eleven District Meetings. It was my intention to attend more district meetings this spring; but I did not plan on having another knee replacement in early April. I want to thank all districts for your invitations. I cannot make every meeting everywhere and that is why I am so excited that the State Board members are collecting for PAC when I cannot. This is the second year that the Board Members have collected for PAC at District Meetings and the donations are increasing at those meetings and I expect that they will continue to increase as our members get used to our State Officers collecting for PAC. Thank you donors and State Officers.

As Federal Employees we are still the boogieman in Washington. We are still under attack from all sides. We worked hard this year to save Six-Day Delivery and won the battle temporarily last year. The war is not over. This year Chairman of the

Oversight and Government Reform Committee Darrel Issa submitted a bill to end Saturday delivery and it passed in committee. We have two NC Congressmen on that committee. If you live in the districts of Patrick McHenry or Mark Meadows I hope you have let your voice be heard. If you have not, please do and do so often. We also have Senate Bill 1486; the Postal Reform Act of 2014. Four major Postal Unions are united in the effort to defeat this bill due to the cuts imposed on service standards and collective bargaining. Do not let your guard down for one moment. We have enemies and they are out to destroy the US Postal Service.

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

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

Respectfully submitted,  
Van Heath

**Annual Report  
of Ronald L Lineberger  
Historian**

President Sain, State Board, National Committeeman Conley, Special Guests and fellow Rural Carriers, this is the North Carolina Rural Letter Carriers' Historian's Report for the year 2013/2014.

The 109th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 88<sup>th</sup> State Convention of the Auxiliary was held Cherokee, North Carolina June 17-- 20, 2012.

This year the hospitality room theme was *Strawberry Fields Forever* and was sponsored by the State, which was a great success. The menu was moist pound cake with sliced strawberries and whipped cream; chocolate dipped strawberries and iced strawberry yogurt smoothies.

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

On Monday morning James Simmons spoke honoring our Veterans.

Member of the Year was Brenda White and Auxiliary Member of the Year was Barry Corriher.

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

Our National Officer Jeanette Dwyer spoke on Monday afternoon.

The delegates at the state convention selected Hickory as the site for the 2013 Fall Booster meeting

to be held in November. The site for the 2014 state convention has not been selected at this time.

On Tuesday afternoon a BBQ was held at the Smoky Mountain Elementary School.

Elections were held on Wednesday morning; President, Dale Sain; Vice President, Danny Caudle; Secretary/Treasurer, Ronald Lineberger; Executive Committeemen Mitch Reece, Vicki Gray and Breda Prevatte. This concludes the state convention report.

On **November 9, 2013 the Fall Booster** meeting was held in Hickory, NC at the Crowne Plaza. Thanks to the Catawba/Lincoln #15 for hosting the meeting.

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

Respectfully submitted,  
Ronald L Lineberger

**Annual Report  
of Brenda Gibbs**

**Auto-Homeowners' Insurance Representative**

This annual report covers my activities since my selection as your Auto-Homeowners' Insurance Representative at the National Convention in St. Louis. I attended the fall booster at the Crowne Plaza in Hickory, NC.

I attended both the fall and spring Alamance County meetings. I was unable to attend SAC. It has been an honor and pleasure serving the members of this union.

If there is any way I can help you with your insurance needs don't hesitate to contact me. I would like to thank President Sain and the Board for this opportunity to serve this Association.

Respectfully submitted,  
Brenda Gibbs

**Annual Report  
of Ronald L Lineberger  
Editor**

This past year was another successful year for the *North Carolina Rural Carrier*. We printed 6 issues for a total of 30,000 copies with a total of 125 pages. The smallest issue was 16 pages and the largest 26 pages. As was the case last year we combined two months in every issue which saved the state approximately \$22,000 in printing and postage cost. The cost this year was 60 cents per copy.

The number of pages in the paper does not make the paper; the quality of information is the important fact. Our officers and stewards continue to provide very good articles and cover many of the very

important issues before us as a union. My thanks to each one for your contributions, without these articles there would be no *North Carolina Rural Carrier*.

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

Respectfully submitted,  
Ronald L Lineberger

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

This report covers my activities June, 2013 through May, 2014.

During the past year I attended the State Convention in Cherokee and the National Convention in St. Louis, Missouri. I also attended District Meetings and I visited as many RCA Academies as possible to speak to the new relief carriers about the NRLCA and to offer them membership.

I have strived to create a user friendly format and provide important and timely information to our members. In November of 2012 a Hit Counter was added to the site and to date the site has received over 90,000 hits. I maintained several items on the site including: Safety News, Hot Topics, Pac News, the Constitution, Mail Count, Annual Conventions, District Meetings, District Representatives along with their Assignments, and added more Links to documents of importance for Rural Carriers. I hope you all can find some useful information on the site.

I would like to thank the State Board for allowing me the opportunity to serve another year as the NCRLCA.com Webmaster. I also want to thank all the District Officers for their cooperation in contacting their assigned officer and representative before scheduling District Meetings and to the membership for helpful suggestions.

I must thank my wife, LeAnne for sacrificing "our time" another year so that I could serve this association. Thank the Lord for another safe and prosperous year and for Him providing patience, wisdom and guidance.

Respectfully Submitted,  
Jeff Essick

# 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

#### MRS. EDITH KNIGHT

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

#### MRS. LEANN eSSICK

229 Essick Lane  
Winston Salem, NC 27127-9129  
336-816-0999

#### MR. BARRY CORRIHER

445 Corriher Gravel Rd  
China Grove, NC 28023-0460  
Phone 704-857-3103

### CHAPLAIN

#### MRS. CAROLYN WARD

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

### PROVIDENT GUILD

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

### HISTORIAN

#### MRS. LUANN SHUE

325 Ed Weaver Rd  
Salisbury, NC 28146-8570  
704-857-6926

### 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

### JUNIOR BOARD

#### PRESIDENT

##### JUSTIN REAVIS

345 Harvey's Lane  
Traphill, NC 28685-9133

#### VICE PRESIDENT

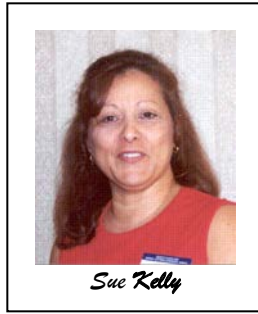
##### CODY COPELAND

106 Dogwood Lane  
Camden, NC 27921-7668

### SECRETARY/TREASURER

##### BLAYNE COPELAND

106 Dogwood Lane  
Camden, NC 27921-7668



## Auxiliary News

It was good to see our extended family this year at High Point Plaza in High Point North Carolina. This meeting gave us a chance to learn and express our concerns.

Sunday afternoon hospitality was a nice treat. Later in the evening we had our Memorial service. It was bitter sweet to see all our friends that have fought the race and made it to the finish line. They will all be MISSED.

We had a joint session with Association and Juniors on Monday morning. Kay Carter had the pleasure of announcing Carolyn Ward as the Auxiliary Member of the Year. The expression on Carolyn's face was priceless. What a great birthday present.

Later on Monday morning Susanne Reavis called the Auxiliary meeting to order. Carolyn Ward began each session with words of wisdom in devotion. Carolyn also led the group in Pledges and read the Creed. Charles Adams reported from the Audit Committee that the books were in order. A motion was made and seconded to dispense with reading of the minutes since everyone had a copy. Charles Adams read the candidates for officers as follow: President Susanne Reavis, Vice President L. E. White, Secretary/Treasurer Sue Kelly and (3) Committee Members Edith Knight, LeAnn Essick and Barry Corriher. Charles Adams made a motion and L. E. White seconded that Kay Carter get a basket to take to National Convention to auction for the program Finding A Cure. Membership was in total agreement with Kay getting a basket.

We had the pleasure of having special guest Anna Marie Carr from Piedmont JDRF and Dwight Broome National Auxiliary Officer to share information about Finding A Cure. Barry Corriher gave us some information on Washington D. C. architecture. LuAnn Shue gave us some insight on Cyber Bullying and how to prevent it from happening.

This year the Auxiliary will be setting up a scholarship in memory of our friend Miss Harriet. During the past few months districts, friends and family have raised \$5145.00 for this scholarship. Contributions can still be accepted. It will be called the Harriet Lineberger Scholarship. Applications for this scholarship will be the same as North Carolina's. You can find this application online under NCRLCA.com, forms and links, links/information, NCRLCA Auxiliary application. You may contact officers for more information.

We joined the Juniors and Sarah Stewart for a final report and rewards on Wednesday. The Juniors were very excited about activities while in High Point. They raised \$1650.05 in the Walk A Thon. A total of \$2453.05 was raised with project items sold. Kelvin Soloman won the \$300.00 raffle. The Junior contest total payout was \$305.00.

This year's scholarship committee consisted of Edith Knight and Pam Harpe. Winners will be announced at the Fall Booster. This year's Junior contest committee consisted of Peggy Simmons and Roanoke Heath. Sue Kelly announced winners as follows: 6-8 1<sup>st</sup> Lily DuPue, 2<sup>nd</sup> Taylor Ward, 9-11 1<sup>st</sup> Blayne Copeland, 2<sup>nd</sup> Zoe DePue, 12-14 1<sup>st</sup> Cody Copeland, 2<sup>nd</sup> Isaiah DeDue, 3<sup>rd</sup> Alana Hunter and Cole Hunter. The new Junior board members are as follows: President Justin Reavis, Vice President Cody Copeland, and the Secretary/Treasurer Blayne Copeland. National officer Dwight Broome installed the new Junior board. Next year the Juniors will get new matching T-shirts and be able to preregister so be sure to read your magazine for updates this year.

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

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

## 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.

### August 2014

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

### September 2014

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

**TIME SENSITIVE MATERIAL**

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

