



# NORTH CAROLINA



# RURAL CARRIER

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

Volume 30

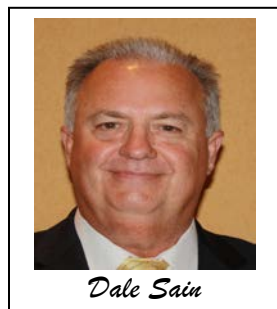
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*Dale Sain*

## President's Message

Hello All,

As I write this, your Vice President Danny Caudle and I are in Washington D.C. attending the yearly NRLCA Legislative Conference. Today we visited all of NC's Congressional offices on Capitol Hill. We were able to meet personally with two Congressmen, and with legislative aides of the rest. We are here to represent you, the NC rural carrier, and to present the issues that are important to

you...primarily the issues of six-day delivery, pre-funding of retiree benefits, maintaining service, and preserving existing post offices and processing facilities. Our goal is to ensure that our Senators and Representatives understand all of the implications of pending and/or proposed bills - not just those impacting us as carriers, but also the far-reaching consequences to our customers that will inevitably result due to service reduction.

Please remember our State Convention coming up June 22-25 (Sunday - Wednesday) in High Point NC. We will be meeting at the High Point Plaza Hotel and Convention Center. Make your plans now to attend and be sure to bring your Juniors (kids & grandkids) and spouses.

Among planned events are:

### Sunday

- Meet & Greet 2:00 - 4:00
- Memorial Service 7:00

### Monday

- Business begins
- Free lunch for all members, Juniors, & Auxiliary
- Evening - Retirement Seminars with Roseanne Jefferson (FERS and CSRS)

### Tuesday

- Committee Reports, Constitution, Resolutions & other Business.
- Steward Seminar and Q & A
- PAC Auction & Meal

### Wednesday

- Elections & other New Business

Please come and bring someone from your office with you!  
Take care and work safely!

# North Carolina Rural Letter Carriers' Association Officers

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

## Appointed Officers

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**MAIL NEWS ITEMS BY 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

**Harry Lewis Thompson**, 89, of Dunn died Wednesday evening, April 30, 2014, at his residence. He was born in Butler, Pa., on Feb. 22, 1925, to the late James E. and Sarah S. Thompson.

He served his country in the U.S. Army during World War II. He was a rural letter carrier for the U.S. Postal Service for 34 years before retiring in 1979. Mr. Thompson was also a member of the American Legion Post 59 and a member of Glad Tidings Church.

Survivors include his wife, Emma S. Thompson of Dunn; two sons, Gary Thompson and Wayne Thompson; grandchildren, Ashleigh Jackson and Whitney Bailey; and great-grandchildren, Logan Jackson and Aspyn Bailey.

**Mr. Robert Mason "Bobby" DeVane**, 86, passed away Wednesday, May 14, 2014 at his home in Garland.

Bob was born in Tomahawk, Sampson County, Dec. 16, 1927, the son of John Mason and Eula Herring Devane. He retired from the U.S. Postal Service as a rural letter carrier. He farmed and later managed the DeVane Farm which has been in the family for nearly 300 years. He was active in the Garland community having served as Mayor and President of the Rotary Club. He served as 2nd Vice President of the North Carolina Cattlemen's Association and helped obtain the Feeder Calf Sale for Sampson when Wayne County stopped it there. He served on the Rural Health Board for Sampson County for several years. He graduated Franklin High School and attended Edward Military Institute, UNC and NC State. He was drafted into service at the end of WWII and was on the way to Basic Training when the war ended so he was the first called up for the Korean Conflict where he served for two years. He was a member of Grace United Methodist Church and served in many capacities there.

He is survived by his wife, Billie Hamilton DeVane; two children, William Hamilton DeVane and Rachel DeVane Edwards; two grandchildren, Ryan Mason Ahlers and Ryleigh Rains Edwards; and several nephews.

**Sue Mizelle Baker**, 66, of NC Hwy 45 North, Merry Hill, died Wednesday, May 14, 2014 at Vidant Medical Center, Greenville.

Sue was a retired rural letter carrier from the Colerain, NC Post Office. She was past Secretary/Treasurer for District #7, Roanoke-Chowan.

Sue took minutes at the meetings verbatim. As a State Officer I (Van Carter) experienced this when I spoke at the district meeting and the next year I was quoted exactly. I am sure other officers and stewards (DR's & ADR's) experienced the same. She was a dedicated church worker and a good neighbor.

She is survived by her husband, Raleigh Baker of the home, one daughter and a granddaughter. She will be missed by all who knew her.

## Chaplain's Message

Doug Byrum, Chaplain

### With Whom Are You Walking?

#### Read Micah 6:6-8

*What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.*

*Micah 6:8 (NIV)*

These words from the prophet Micah serve as a reminder of what God requires of us. First, God wants us to do what is right – obeying both God's laws and the laws of the land in which we live. Second, God requires that we love mercy, having compassion on others without judging them or their situation. Third, we are to walk humbly with God – putting our will aside and allowing God to lead the way.

In the book of Genesis, we learn that we were created in God's image. I often ask myself, "Am I reflecting God's image today?" The words of Micah above are the gauge I use to monitor my actions. When I am in a position of authority, do I do what is right? If others offend me, do I forgive or do I hold on to the pain and wait for an opportunity to hurt them in return? Am I humble in my walk with God, allowing God to lead my steps, or do I rely only on my qualifications and contacts?

Jesus sums up Micah's message when he says that we are to love the Lord our God with all our hearts, all our souls and all our minds, and love our neighbors as ourselves. (See Matthew 22:35-40.)

**Thought for the Day:** How does my life reflect the image of God?

**Prayer:** Dear heavenly Father, lead us today as we try to walk humbly with you. Help us to see you in everyone we meet and to show your mercy and your righteousness to them. Amen.

**Prayer Focus:** For opportunities to show mercy.



## School is Out & Heat Stroke

I know you have all heard this before but it is worth repeating. School is out. Be extra careful in your neighborhoods!

No school and warmer weather means the children are out in force. They are doing whatever they can to prevent being bored. We need to do everything we can to be aware of them.

The number one thing to do is slow down. Drive cautiously and be aware of what's going on around you. Always be on the lookout for children. They are sometimes hard to see from our vantage point behind the wheel of our LLVs and POVs.

Children just love to get the mail. They come running when they see us pull onto their street. They want to get the mail before someone else does. You should never hand the mail to a child. Explain to them that you must put the mail in the box and they need to wait until you leave before they attempt to retrieve the mail from the box. Tell them they must stand behind the box until you leave.

Be wary around children on bicycles and skateboards. A group of riders could be racing or showing off new stunts to friends. Younger riders may not have mastered control of the skateboard or bike and it could roll right out in front of you. Make sure you give them plenty of room to maneuver.

I have seen many things in regards to young children and bikes. I have had them come from across the street, dart right in front of me and race to the mailbox so that they can be at the box when I get there to get the mail. I have had them follow right behind me and stop at every box right along with me. I have seen a really young child (probably only 2 yrs. old) just get off his little tricycle and abandon it in the street while he ran to his mailbox. In these incidents I have stopped and taken the time to tell these children why it is dangerous for them to "race the mail lady". That one talk with the child usually ends these dangerous acts.

When driving in your neighborhoods watch out for that group of teenagers playing a game of basketball right there in the middle of the street. They may be so engrossed in the game that they fail to notice you coming down that little cul-de-sac where they have the hoop set up. Drive slowly here. Now

granted, most of the time they see us and they stop and move to the side so we can drive on by. But there is always the one boy that wants to keep dribbling the ball as you drive by. Be aware of that. What is he going to do if the ball gets away from him? He's going to go after it. It's an automatic reflex. You need to be ready to stop.

Also, watch out for that child or teenager walking alone on the side of the street. One person is less likely to be seen by you than a group of children. With today's highly connected technology in phones and bluetooths everyone is constantly on the phone doing something, especially teenagers. They are totally unaware of their surroundings, and less likely to be aware of you.

One more thing that you probably would not think of as a "School's out-Watch out for kids" thing is the *Ice Cream Truck*. When children hear that music coming down the street it's an "*I want ice cream!*" moment. Watch out for kids coming from all directions!

Summer is coming. Heat Exhaustion and Heat Stroke are real concerns in the upcoming months.

I know it is not officially summer time yet, but we are already seeing high temperatures here. Heat illness is a real possibility.

Heat exhaustion and Heat Stroke are strongly related to the heat index. A relative humidity of 60% or more hampers sweat evaporation, which hinders your body's ability to cool itself. The risk of heat-related illness dramatically increases when the heat index climbs to 90 degrees or more. Pay attention to the reported heat index, and remember that the heat index can increase by 15 degrees when you are in full sunshine.

Five simple things you should do to avoid heat-related problems:

1. Drink water every 15 minutes, even if you're not thirsty. Avoid caffeine.
2. Rest in the air-conditioning or shade to cool down.
3. Wear lightweight, light-colored, loose-fitting clothing, and a wide-brimmed hat.
4. Learn the signs of heat illness and be prepared to act by learning correct first aid procedures.
5. Keep an eye on fellow workers.

Remember to keep an eye out for your fellow carriers. They may not realize they are suffering from a heat related illness.

And watch out for those children on your route. Stay Alert and no one gets hurt!

Continued on next page

**Cut this out and keep at your case or in your automobile emergency kit**

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**HEAT EXHAUSTION Symptoms**

- Headaches, dizziness or lightheadedness
- Weakness
- Mood changes, irritability, confusion or the inability to think clearly
- Nausea and vomiting
- Fainting
- Pale, clammy skin

ACT IMMEDIATELY! If not treated, heat exhaustion can advance to heat stroke.

Move victim to a cool, shaded area. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on his or her back and raise legs 6 to 8 inches. If the symptoms include nausea or vomiting, lay the victim on his or her side.

Loosen and remove any heavy clothing.

Give the person cool water to drink – about a cup every 15 minutes—unless he or she is nauseous or vomiting.

Fan the victim and spray with a cool mist of water or apply a wet cloth to the skin.

Call 911 for emergency help if the person does not feel better in a few minutes.

**HEAT STROKE Symptoms  
a medical emergency**

- Dry, pale skin with not sweating
- Hot, red skin that looks sunburned
- Mood changes, irritability, confusion or the inability to think clearly
- Inability to revive form an unconscious state

**CALL 911 for emergency help IMMEDIATELY!**

Move victim to a cool, shaded area. Don't leave the person alone. If symptoms include dizziness or lightheadedness, lay the victim on his or her back and raise legs 6 to 8 inches. If the symptoms include nausea or vomiting, lay the victim on his or her side.

Loosen and remove any heavy clothing.

Give the person cool water to drink – about a cup every 15 minutes—unless he or she is nauseous or vomiting

Fan the victim and spray with a cool mist of water or wipe the victim with a wet cloth or cover with a wet sheet.

Place ice packs under the armpits and groin area.

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**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 Frist 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 will be glad to answer your questions and will have



packets there to help you understand more about this insurance. I hope to see you there, or if not, go to [NRLCA.org](http://NRLCA.org) and click on the insurance option for more information. You can also visit the web site [www.RC-Benefits.com](http://www.RC-Benefits.com) or call 877-817-4801. Please go on the

web site or call, at least, and ask for the packet so you can start looking it over ahead of time.

Below is a summary of benefits and current rates. Please be aware that rates are subject to change.

## TransChoice® Plus Policy Benefits

The TransChoice Plus, a group limited benefit hospital indemnity insurance, pays benefits to help cover basic medical expenses

BASE PLAN BENEFITS	PLAN PAYS
Daily In-Hospital Indemnity Benefit	<b>First Class</b> - \$400 per day (maximum of 30 days per confinement) <b>Express</b> - \$750 per day (maximum of 30 days per confinement)
ADDITIONAL BENEFITS	PLAN PAYS
Outpatient Physician Office Visit Indemnity Benefit	<b>First Class</b> - \$80 per visit up to 6 visits per calendar year per insured <b>Express</b> - \$80 per visit up to 6 visits per calendar year per insured
Outpatient Diagnostic X-Ray & Laboratory Indemnity Benefit	<b>First Class</b> - \$100 per day up to 3 days of testing per calendar year, per covered person <b>Express</b> - \$150 per day up to 4 days of testing per calendar year, per covered person
Surgical & Anesthesia Indemnity Benefit	Pays benefit shown in Surgical Schedule based on type of surgery performed and plan selected <b>First Class</b> - \$2,000 pays 20% of the Surgical Benefit for the administration of anesthesia <b>Express</b> - \$3,000 pays 20% of the Surgical Benefit for the administration of anesthesia
Off-the-Job Accidental Injury Benefit	<b>First Class</b> - Pays actual charges incurred up to a maximum of \$300 per covered accident (up to 5 covered accidents per covered person per calendar year) <b>Express</b> - Pays actual charges incurred up to a maximum of \$300 per covered accident (up to 5 covered accidents per covered person per calendar year)
Critical Illness Indemnity Benefits & Subsequent Critical Illness Indemnity Benefit	<b>All plans have this benefit.</b> \$10,000 lump-sum benefit for the initial diagnosis of a covered critical illness and also an additional lump-sum benefit of the same amount for a subsequent and separate covered critical illness
Wellness Indemnity Benefit	<b>Express</b> - \$100 benefit per visit for physical exams or certain diagnostic tests 1 visit per calendar year, per insured Well child visits included - 4 visits per year for children 0-12 months and 2 visits per year for children 12-24 months
Emergency Room Sickness Indemnity Visit	<b>Express</b> - Pays \$50 for each sickness visit for 2 visits per calendar year per insured
Intensive Care Indemnity Benefit	<b>Express</b> - Pays \$200 per day of confinement in an intensive care unit Maximum 30 days per calendar year per insured
Ambulance Indemnity Benefit	<b>Express</b> - Pays \$100 per trip in an ambulance; maximum of 3 trips per insured per year with a lifetime maximum of 6 trips per insured
ADDITIONAL COVERAGES	PLAN PAYS
Group Term Life Insurance Policy with Accidental Death & Dismemberment (AD&D) Rider	<b>All plans have this benefit.</b> Member: \$5,000 Spouse: \$2,500 Child: \$2,500 (AD&D coverage is not available for dependent children)
NON INSURANCE DISCOUNT PROGRAMS	
Prescription Drug Discount Card	<b>All plans have this benefit.</b> By presenting a Caremark prescription drug discount card, provided by KBA, to one of Caremark's 55,000 participating providers
PPO Network - offered by KBA <a href="http://www.MultiPlan.com">www.MultiPlan.com</a>	<b>All plans have this benefit.</b> Member and covered dependents will receive contracted savings from the normal fees charged by network physicians, hospitals, and outpatient x-ray and laboratory providers

MONTHLY RATES	FIRST CLASS	EXPRESS CLASS
Member only	\$93 00	\$138 00
Member plus Spouse	\$158 00	\$242 00
Member plus Child(ren)	\$138 00	\$218 00
Member plus Family	\$204 00	\$323 00

\*\* Group Term Life Policy with AD&D Rider is underwritten by Transamerica Life Insurance Company, Home Office, Cedar Rapids, IA. Policy Form Series CP100200 and CR101100



## 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.

to see the attractions of this area. Fishing, Water Parks, State Parks, Racing attractions, destinations of historical significance are just a few of the things to do. And you don't have to "break the bank" to enjoy all of this. The three nights at the High Point Plaza and Convention Center would be close to the same price for one night at Myrtle Beach.

The State Board looks forward to seeing new faces at The State Convention. You will be glad you made the decision to attend.

## Auto-Homeowners' Insurance Update

*Brenda Gibbs*

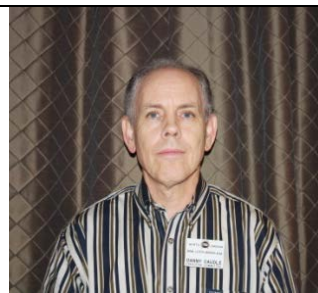
### You're in an auto accident. Now what?

Stay calm. Check to see if anyone is hurt and then if possible, move your vehicle out of the way of oncoming traffic. If someone is hurt, call 911 for help. Otherwise call to report the accident. Also, if you are at work, call the post office and report it to your supervisor or post master. They will need to come out and make a report.

Then, begin documenting what happened. Take photos and notes of what happened before and during the accident. The sheriff or police department will fill out an accident report when they arrive on the scene. They will ask for your name, address and phone number along with your insurance company, agent and policy number. They will also want to know the make, model and license number of your vehicle along with your driver license number. You will be asked when and where the accident happened. Be specific with your details but do not admit fault or assess blame. The postmaster or supervisor will also take photos and request information from you about what happened. Both will talk to everyone involved in the accident.

Before you leave the scene, make sure you have the name and department of the law enforcement officer and how you can get a copy of the accident report. Make sure that your personal notes are complete and include witnesses' names and phone numbers along with the others involved in the accident. If necessary draw a diagram of the intersection and where each vehicle was before and after the accident. If this was a hit and run make notes about the vehicle(s) involved including make, model, estimated age, color, dents, or anything else that stands out. Any description you can remember about the driver or other passengers will also be helpful.

You may feel fine but don't assume that you are okay. Get checked out by your doctor or at the hospital. And remember to call your insurance agent. They will also want full details about the accident.



## State Convention High Point 2014

*Danny Caudle*

### Don't Miss It!

The time for the NCRLCA State Convention in High Point is fast approaching. If you have not made plans to attend then please do so now. There is too much at stake to not become active in these designated meetings. The State Convention is not just a time to get together with friends from across North Carolina. It is a time of learning and education. The days of trusting Management or The Steward when it comes to your job and earnings are over. You MUST be active in knowing the duties and responsibilities associated with the job of a Rural Carrier.

With that being said, I realize that there will be some offices and districts that will not be present for the meetings. Please break the chain of mediocrity and be determined to be in High Point. The State Board of the NCRLCA urges you to attain some "Higher Education" for YOUR FUTURE!

There will be more to do than just attend meetings while in High Point. If you have read the previous articles, you know that a week would not be enough time

## Candidate Announcements

### Christine Laney for Secretary/Treasurer

Greetings Everyone,

My name is Christine Laney and I am announcing my candidacy for the office of Secretary/Treasurer of the North Carolina Rural Letter Carriers Association (NCRLCA), 2014-2015. For fourteen years I have been a rural carrier in Marion, NC and prior to that a RCA for ten. I am a long standing union member, the current Secretary/Treasurer for district 36 and the Marion post office steward. Additionally, I hold an Associate in Applied Science in Computer Programming from McDowell Technical Community College. As a long standing employee with the Post Office I am experienced and well versed in union happenings and processes. The idea of serving my craft in a different capacity is exciting. As the new Secretary/Treasurer of the NCRLCA I feel I can make a positive impact and difference. For twenty nine years I have been married to Chuck Laney of Marion, NC and have three beautiful children. My oldest Carma is an Institutional Research Analyst at the University of Texas at San Antonio, our son Wesley is a Rural Carrier with the Arden Post Office in Arden, NC and our daughter Victoria is a Junior at McDowell High School in Marion, NC. I possess the knowledge, support and background to be successful and excel in this position. At the state convention in High Point please feel free to meet and talk with me about any questions you may have or just to say hello. I appreciate your consideration for this position and your vote for Christine Laney Secretary/Treasurer of the NCRLCA!

Warmest Regards,  
Christine Laney

### Nancy Odham, Candidate for State Secretary/Treasurer 2014

Nancy Odham has been employed by the US Postal Service since 1988. She has carried mail in Castle Hayne as the Rural Route 9 carrier since 1996. She is dedicated to this union serving as the local steward for the Castle Hayne and Rocky Point office since 2007. As an Ad hoc Trainer for the Postal Service, she has facilitated "Orientation for New Employees" and "Rural Academy" since 2004. Until the program was changed, she also taught Drivers Training.

Nancy has proficient experience with accounting and word processing software related to book keeping in her family's construction business. Those programs are identical to the current software utilized by the office of secretary/treasurer. Her particular skill set, work history, qualifications, and personality are the perfect match for this union.

Nancy successfully completed the Presentation class sponsored by the USPS Human Resources team in 2005 and is accustomed to speaking to an audience. The candidate has a thorough understanding of the necessity to adhere to procedure as well as the personal experience to contribute to solution focused results. She has an acute awareness of the importance in displaying excellent work ethics both while under the direction of others and while self-directed. Nancy has a natural sensitivity to cultural awareness and the personal desire to be a safe and effective team member.

Nancy is eager to participate in and experience all aspects of this great union. She hopes you will agree that she is a well-rounded individual who is detail oriented, self-motivated, and a team player. She would be honored and privileged to serve as the new Secretary/Treasurer for the North Carolina Rural Letter Carrier's Association. Please vote for her at the 2014 State Convention.

### Derek Harpe, Candidate for State Secretary/Treasurer 2014

I, Derek Harpe, announce my intentions to seek the office of Secretary/Treasurer of the North Carolina Rural Letter Carrier's Association at the State Convention in High Point.

It has been my honor to have served in the past as President and Vice-President of the North Carolina Rural Letter Carrier's Association. Thank you for your support and consideration for this position.

### Katherine Miller, Candidate for State Secretary/Treasurer

I feel that I bring all the qualifications our union will need to carry it well into the future! I spent ten years running my own business in the cosmetology industry until major illness caused me to sell my company. After a complete recovery, I did for a period of six years carry out and maintain an administrative position with a multi-billion dollar corporation using the following business required tools:

- Administrative office work
- Accounts payable & receivable, Inventory Control
- Billing, Payroll, Cost effective purchasing
- Dispatching Drivers, Reynolds Dispatch
- Employee management, Human Resource
- Service/Maintenance scheduling and records
- Excel, Microsoft Word, Microsoft Power Point

With Christian morals and a strong leadership background I intend to help project the NCRLCA Union to an even more powerful organization of representation in the future. I will truly be honored to hold the position of Secretary/Treasurer for my Union if elected.





# NEVER A DULL MOMENT IN D.C.

Since my last article things have been kicked up a notch in Washington. On Wednesday, May 7<sup>th</sup>, Darrell Issa (R-CA), Chairman of the House Committee on Oversight and Government Reform was scheduled to consider a new bill titled “The Administration’s Postal Reform Act of 2014,” however Congressman Issa cancelled the mark up only hours before. It is possible that Congressman Issa will reschedule the mark up for another date. This bill contains many similarities to the Obama Administration’s suggestions for Postal Reform. Two North Carolina Congressmen serve on that committee. If you are from their districts we very much need for you to make your voice heard. They are Patrick McHenry (NC-10) and Mark Meadows (NC-11).

The next day, the Senate Committee on Homeland Security and Government Affairs voted their Postal Reform Act (S. 1486) introduced by Senators Thomas Carper (D-DE) and Thomas Coburn (R-OK) out of committee. Postal Unions continue to oppose S. 1486 due to the cuts imposed on service standards and collective bargaining.

We now have our Spring District Meeting Cycle behind us and it is time to move on to the State Convention in High Point and the National Convention in Grapevine Texas. Come on down for the State Convention. It’s informative as well as fun and there is always a lot to be learned. I hope to meet a lot of carriers this year that I have never met before. Come by the PAC Table and introduce yourself.

The PAC Raffle is in full swing. Remember, your name will automatically be entered into the raffle for each multiple of \$25 that you have donated to our PAC since 1 August 2013.

The PAC Auction is on Tuesday evening. We need nice items for the auction and full wallets. Come on out, help your PAC and have fun. I’ll see you in High Point.

**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 (5/15/2014)	4,641	
NC PAC Donors (5/15/2014)	142	(3.06%)
Members missing (5/15/2014)	4,499	(96.94%)

3.06% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

You don’t have to break your bank account to support PAC. We have members that have donated \$5 this year and we will have members that will hit \$500 or \$1000 or more by the end of the State Convention. Every donation helps. Make your donation today.

Thank you.

**Send PAC Donations to:**

**Van Heath  
25722 US HWY 64  
Jamesville NC 27846-9272**

**Phone: 252-792-6614**

**Cell: 252-809-2144**

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

**For internet security; when emailing,**

**Subject line should read “PAC”**

# 2013-2014 PAC

## Donor List

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Roberta Rauen

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Cindy Barefoot-Crow

Bobbie Battle

Joyce Beavers

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

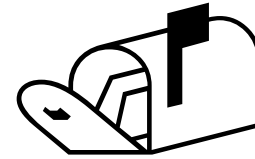
**(continued)**

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 Wertie Brown  
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 Kay Elswick  
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 Kyle Gilbert-Moore  
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 Laurie Ross  
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 Mike Shue  
 Dianna Valente  
 Betty Westbrook  
 Joseph Whitley



President Dale Sain and NRLCA Executive Committeeman Dennis Conley present John Crawford with his 60 Year Membership award

President Dale Sain recently had the privilege of meeting and presenting the 60 Year Membership award to a very special retired carrier. John Crawford, 93 began his Postal career in 1954 after being hired by longtime Postmaster, Zeb Meadows to carry Rt. 5 in Macon County, NC where he worked until his retirement in 1984. John's route consisted of 102 miles and 522 boxes. It covered the entire Cullasaja Community, including Ellijay, Walnut Creek, and Peek's Creek. Today this same area encompasses four rural routes and part of a city route, with 2000 boxes and many businesses.

John has seen many changes in the Postal Service during his 30 year carrier including the Florida migration. The mail during his career was truly important; most of the mail was first class letters and packages for the remote farms on his route. Many of the roads were dirt and travel was very treacherous during the heavy snows of winter. This required that he carry a chain with him at all times. He said that you never knew when you needed to pull someone out of a snow bank or be pulled out.

John has had a very interesting life beginning with graduating from Franklin High and going on to UNC majoring in accounting. John did not graduate from UNC, instead he joined the Army Air Corp in 1941 and became a pilot and flight trainer with the Central Flying Training Command in Moorefield Mission, Texas. He was promoted to 2<sup>nd</sup> Lieutenant where he led 300 trainees and 80 instructors. John joined to serve overseas but was considered too important back in the states training pilots. In 1946 John decided that the mountains of NC were a better place to live and left the Army to return to his native home in Franklin.

(This article was gleaned from an article in the Franklin Press which was written by regular carrier, Matthew Baker of the Franklin PO.)

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**Brenda Prevatte**  
910-738-8424

**Stacey Harris**  
704-805-0722

### Greensboro

**Daniel Caudle**  
336-692-0147

**Gail Nailon**  
336-504-3519

**Brenda White**  
252-339-7792

### Mid-Carolinas

#### Assistant District Representative

*Tracy Davidson*

## Formula Offices

Last month I told you that formula offices were coming. But what is a formula office and what does it mean to carriers? To get an all-inclusive answer, you can look in Article 9.2.5, implementation guidelines and Step 4, 7/16/03. Without reprinting these documents, I will try to give you the short version.

The first requirement is to have a shortage of substitute carriers, and one or more regular carriers are working their relief days on more than an

infrequent basis, it may be necessary to change one or more relief days. Management must prove that they have made suitable efforts to hire and retain (see implementation guidelines) Subs.

If management does go to the formula and 120 day letters were submitted, PTF's will have to be placed on those routes. The assigned formula listed in article 9.2.5, will be used to determine how many non-Saturday relief days will be assigned. The PTF's will be utilized according to the order of consideration (may be found at [NRLCA.org](http://NRLCA.org)). PTF's are created from the RCA roles. Management must post these the same as they would for a regular carrier through the internet and is only open to RCA's in that office. PTF's will be assigned to two to five routes (usually two or three routes). The PTF will receive a raise, and be entitled to all benefits as a regular, except they do not receive holidays as they will be paid overtime if they go over forty hours. In most cases every effort will be made to keep PTF's out of overtime, since that is the reason for the

formula office (reduce overtime). If an RCA is converted to PTF, they must take the next available route. If you want to go regular you must bid on a PTF position. If you have no desire to be regular, do not bid on a PTF position.

When the USPS does use the formula, they must continue hiring. What we are finding is that management has not utilized every effort to hire. However, after going to the formula, they have started advertising in many different forums.

Carriers who are affected by the formula will lose their Saturday and be given a choice of another day off. It is management's discretion as to how many M. T. W. T. F. they give. Any carrier who is on the Relief Day Work List (RDWL) will stay on the list but they will be utilized on their new relief day as the P.O. sees the need. Remember the RDWL is not an overtime list and is totally up to the P.O. to utilize.

As new RCA's are hired and retained, the formula will be recalculated. The only way to eliminate a PTF position is to convert the PTF to regular.

All conversions to the formula office will be looked at by the Union and possibly grieved to make sure that all policies be followed.

**Greensboro**  
**Assistant District Representative**  
*Barbara Smith*

### **Annual Leave and Requesting By Form 3971**

Well it is that time of the year to get out and enjoy the time away from the stress in our offices and enjoy your family on a vacation, if you can get your leave approved. The shortage of leave replacements in our offices are a problem across the entire state in both districts. The question we are asked most frequently, "How long can Management wait before returning Form 3971 approved or disapproved?"

"It has usually been an accepted practice that Management has the obligation to respond to a Form 3971 Request for Leave within 3 to 5 days of submission, or earlier if necessary." Discussion of the USPS/NRLCA National Agreement was approved by Andrea Wilson at USPS Headquarters

before it was nationally circulated in the July 2, 1994 edition of the National Rural Letter Carrier magazine. Employees should request leave in writing and in duplicate on Form 3971. The supervisor is responsible for approving or disapproving the form by signing and returning a copy to the employee in a timely manner. If the leave request is denied, the supervisor must check the disapproved block and state in writing the reason for denial. When making a decision by management, the entire contents of Article 10.2.A must be taken into consideration not just one or two sentences and most of all no additional stipulations should be added by management.

### **Article 10 Leave Section 2 Annual Leave**

#### **A. Minimum Units and Availability of Leave Replacements**

Regular rural carriers shall be granted annual leave in minimum units of one day. Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of the leave replacement's assignment to a vacant route, auxiliary route, or a route where the regular carrier is on extended leave.

### **USPS-Provided Vehicles on Rural Routes**

#### **Other Use Of Rural Provided Vehicles**

Vehicles assigned to rural routes may be used for other duties, as long as that usage does not interfere with the rural carrier's completion of the assigned route. If it is happening frequently that Management is taking the LLV's assigned to the rural routes and allowing usage for other functions such as Express Mail delivery and the vehicles being given to city carriers, then the rural carrier or RCA is required to wait for another vehicle. If you are required to wait in this situation, then record waiting time in the remarks column on the Form 4240 and ask to be paid. If no compensation, then a grievance should be filed within 14 days. This usage should be on an exception or emergency basis, and other users must return the vehicle with a full tank of gas,



since the rural refueling standard only covers the rural route needs.

### **Non-Availability of a Postal Provided Vehicle**

In the event a postal-provided vehicle is not available for a route to which one is assigned, a rural carrier may be requested, but not required, to provide a vehicle. If a carrier provides a vehicle for any portion of the route, normal daily equipment maintenance allowance (EMA) is payable.

If all rural routes in an office have a postal provided vehicle assigned to their route, then the regular carriers and the leave replacements in that office are not required to provide a vehicle for delivery on the routes within that office.

However, if one route within that office does not have a postal provided vehicle, then the leave replacements in that office would be required to provide a vehicle suitable for delivery of mail because you may one day be assigned to that route without the postal provided vehicle.

### **Compensation of Breakdowns of Postal Provided Vehicle**

Breakdowns of postal provided vehicles for regular rural carriers should be accurately recorded on Form 4240 and upon the accumulation of 8 hours an "O" day will be awarded to the regular carrier.

Breakdowns of leave replacements would be paid on a 1314A for the breakdown time, but that is only when they don't go over 40 hours for the week, in which case they will get the time anyway.

## **SAC Notes January 25-27, 2014 Atlanta, GA**

If you were not there you missed some good information, fellowship, etc.

The APCU Annual meeting was a good starting with the bus ride in which you could win money; even I won 2-\$2 bills. The entertainment was excellent family entertainment that was also inspiring.

Saturday night was Labor Relations Trivia Night. There was a lot of good information spread around.

Sunday morning worship service was held by Don McAdams. He did a good job on a short notice. We missed Doug Byrum due to Linda (his wife's) illness. Hope she is doing well now.

After the worship service the meeting was called to order with good remarks. President Jeanette Dwyer started after lunch giving an overview of happenings in our Postal/Rural world.

I attended the seminar put on by Larry Waligora and others on health insurance and Medicare which affects me since retirement and having turned 65.

The Retirement Seminar was held Sunday evening. I understand some very good information was handed out and reviewed by Joni Montroy, Retirement Specialist, and NRLCA Vice President Ronnie Stutts.

Monday morning we only had one manager to show up for remarks and be on the Q&A Panel with the National Officers. Again, some good info and answers to a lot of questions.

The SAC Officers for 2014-2015 year were installed next. They are: President, Darrell Nobles, GA; Vice President, Terry Baskin, FL; Secretary/Treasurer, Van Carter, NC; Chairman of the Board, Pam Berry, SC; Board members are, Beverly Turner, TN; Kelly Bagwell, MS; Kim Harrell, KY; Joey Hunter, AL; Mike Cantrell, GA; Susan McClellin, FL; and soon to be Derek Harpe, NC. Derek could not attend to his wife's illness. Hope she is doing well now.

This is an overview of some of what you missed – Be There Next Time.

Van Carter  
SAC Board Secretary/Treasurer

# **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  
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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

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**HISTORIAN**

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*LuAnn Shue*

**Auxiliary News**

**THE AMERICAN FLAG AND THE SONG IT  
INSPIRED**

**by LuAnn Shue**

We see it everywhere we go; on public buildings, in churches, at parks, and even on people's homes. It is probably the most recognized symbol of our country-the United States Flag. We stand at attention and salute it when it passes by. We recite the Pledge of Allegiance to it. And you probably know some of its history and meaning; how Betsy Ross was reported to have sewn the first American flag (although it was not the first one used); that there are 13 stripes: seven red and six white representing the 13 original colonies, and 50 white stars on a blue field-one for each state. But what about the song that is so closely associated with it? What is the story behind the Star-Spangled Banner?

In 1812, the United States was again at war with Great Britain, a war that lasted almost 3 years. In September 1814, British warships attacked the American stronghold of Fort McHenry in Baltimore Harbor. On the 13<sup>th</sup>, the fort was shelled relentlessly for some 25 hours in what became known as the Battle of Baltimore, coming only weeks after the British attacked Washington, D.C., burning the Capitol, Treasury, and the President's house.

A week prior to the attack, Francis Scott Key, a 35-year-old American lawyer, had boarded the British flag ship hoping to persuade the British to release a friend who had been arrested. Key succeeded, but because he and his friend had learned of the impending attack on the fort, the British did not let them go. They were allowed to return to their own vessel but under heavy guard. Key watched on September 13<sup>th</sup> as the bombardment of Fort McHenry began eight miles away. Anxiously he kept watch as the battle ensued throughout the night, but in the clearing of the smoke of "the dawn's early light", he saw not the British Union Jack, but the American flag, signaling an American victory.

The sights and sounds of the previous night's battle inspired Key to put his thoughts on paper, to the tune of *In Anacreon in Heaven*, a popular British drinking song. Originally called *Defence of Fort M'Henry*, the *Baltimore Patriot* newspaper printed it and within weeks it was renamed The Star-Spangled Banner. It was, however, not the first song to be used to represent the United States officially. *Hail, Columbia* and *My Country 'Tis of Thee* were used as anthems until 1931 when President Woodrow Wilson signed a proclamation naming Key's song our official national anthem.

## 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.

### June 2014

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

### July 2014

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

**TIME SENSITIVE MATERIAL**

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