



NORTH CAROLINA



RURAL CARRIER

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

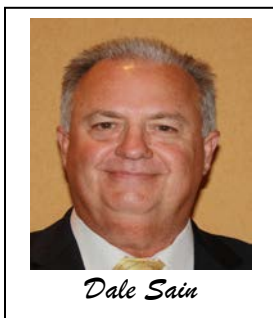
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State Meetings

Please check page 8 for info on the Fall Booster, South Atlantic Conference and 2015 State Convention.



Dale Sain

President's Message

Dear Fellow Carriers,

Our state convention is behind us, we are back from Texas and our national convention, and summer is officially over. I look forward to seeing you in New Bern on Saturday, November 8th for our Fall Booster meeting. We will meet at the DoubleTree by Hilton (New Bern Waterfront). The room rate is \$90 and the phone number to call is 252-638-3583, using special

rate code "NCR" for reservations. At the Fall Booster, you will receive information about available insurance plans, retirement, steward issues, the Engineered Time Study, contract negotiations, USPS plans for plant closings and other issues. Please come; you will not be disappointed.

Speaking of USPS management, they recently announced their plans to close 82 mail processing plants across 37 states beginning in January 2015. These closures will likely eliminate overnight delivery of first class mail in some of the surrounding areas, and will inevitably slow down mail throughout the nation. We have heard of the intent to close the plants in Fayetteville, Asheville and possibly Rocky Mount. If this occurs, there will be only three plants to serve all of North Carolina - Raleigh, Greensboro, and Charlotte. And by the way, the closures are expected to eliminate up to 15,000 postal jobs across the nation. In response, ten members of Congress are circulating a "Dear Colleague" letter to their peers in Congress supporting a one-year moratorium on these closures. The goal is to insert language into the FY 2015 Continuing Resolution (and any potential omnibus spending measures) to mandate that the USPS suspend their plans for plant closures for one year. The NRLCA urges you to contact your Representative and ask them to sign this "Dear Colleague" letter which will be submitted to Appropriations Chairman Rogers and Ranking Member Lowey as well as the Financial Subcommittee. Please look for this letter in this issue of our paper or on our website at NCRLCA.com.

These issues are extremely important to rural carriers all across the country as well as to all other USPS employees. Please take the time to call, email and send letters to your representatives to voice your desires as voting constituents. Also, consider sending a generous PAC donation to our PAC Chair Van Heath.

(Continued on page 4)

North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

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

VICE PRESIDENT

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

SECRETARY/TREASURER

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

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

Executive Committee

RETIREMENT

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

SAFETY

VICKI GRAY, CHAIRMAN
 424 Wapiti Drive
 Spring Lake, NC 28390-1562
 Phone 910/497-5306

FEHB

BRENDA PREVATTE
 13159 NC HWY 41 N.
 Lumberton, NC 28358-5188
 Phone 910/738-8424

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

Appointed Officers

CHAPLAIN

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

HISTORIAN

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

P.A.C. CHAIRMAN

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

AUTO-HOME INS. REP.

Brenda Gibbs
 5877 Turner Smith Road
 Browns Summit, NC 27214-9523
 Phone 336-656-0123

PROVIDENT GUILD

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

PAST PRESIDENT

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

WEB MASTER

Jeff Essick
 229 Essick Lane
 Winston-Salem, NC 27127-9129
 Phone 336-775-2519
 jeffessick@bellsouth.net

**MAIL NEWS ITEMS BY 10TH OF MONTH
 AND ADDRESS CHANGES**

TO:

DEREK HARPE

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

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.

Obituary's

Mr. Leo Van Basinger, 67, of Rockwell, passed away Aug. 11, 2014, at Novant Health Rowan Medical Center.

Mr. Basinger was a 1965 graduate of East Rowan High School and had worked at Salisbury Tractor for 20 years. He had also retired from the Salisbury Post Office after 21 years as a rural letter carrier.

Mr. Basinger was a veteran of the U.S. Army having served from February 1967 until July 1968 with the 131st Hue Phu Bai South Vietnam Aviation, where he worked on Helicopters and OV-1 Mo-Hawk. He was a member of Organ Lutheran Church and Salisbury Moose Lodge. He is survived by his wife, Brenda Brown Basinger. He is also survived by siblings Leona Funderburk, Herman Basinger, Coy Basinger, Cleo Haynes.

Janet Ruth Wyrick Shuffler, 60, of Salisbury passed away Wednesday, July 2, 2014 at her residence.

Janet graduated from West Rowan High School and worked as a rural letter carrier for the U.S. Postal Service. She was a member of Trinity Wesleyan Church.

Janet is survived by her husband Allen J. Shuffler; sons, Matthew and Joshua Biggers; stepdaughter, Megan Patino; brother, David Schenk; sisters Kathy Willis and Tammy Sells and grandson, Joshua C. Biggers.

Mr. Joseph Daniel "Joe" King, 83, Burlington, passed away August 15, 2014. He was a retired rural letter carrier for 45 years as well as a farmer. He was a member of Union Ridge Church where he served as a Church Deacon as well as Superintendent of Sunday School. He was a veteran of the US Army, serving in the Korean War as a Military Policeman.

Survivors include his wife, Juanita Cobb King and several grandchildren and great grandchildren.

Carrie Freeman Hester, 86, passed away August 26, 2014 at the home of her daughter Barbara Smith. For many years Carrie and her family ran a concession booth at the NC State Fair. She was devoted to her family, friends, church family and the many children she kept in her home.

She is survived by her daughter Barbara Hester Smith and husband Linwood; sons: Claude B. Hester and Eugene "Bucky" Hester; grandchildren: Daryle Smith, Chad Smith and Eugene Hester; great grandson, Easton Everette Smith; sister, Linda F. Morris.

A Sympathy Thanks

A special thanks to everyone for your prayers, cards, visits, calls, flowers, and especially your kind friendship during the loss of my Mother, Carrie

Hester.

Thanks to those of you that were able to attend her funeral. A special thanks to Doug Byrum, Chaplain for his calls and a special prayer with him over the phone prior to the funeral, with his prayer and the Lords guidance I was able to speak at my Mother's funeral and I truly appreciate each and every expression of sympathy during this time of our loss.

Thanks from Linwood and Barbara Smith

James William "Bill" Kirk, Charlotte, 89, passed away September 5, 2014. Kirk. Mr. Kirk graduated from Newell High School. In 1983, he earned his undergraduate degree in Business Administration from the University of North Carolina at Charlotte. UNCC was dear to him from the time as a young man when he helped Bonnie Cone set up special events to later years when he served on the UNCC Alumni Board of Governors. UNCC honored him by electing him to its Hall of Fame. He grew up working on his parents' dairy farm located between Newell and Mallard Creek. During the [Korean War](#), he served six years in the Naval Reserve and two years in the Army. At Newell School, he was a substitute Agriculture teacher. After working at Alexander Tank & Equipment and [General Motors](#), he spent 30 years as a rural letter carrier in Charlotte. Mr. Kirk was a life-long member of [Mallard Creek Presbyterian Church](#), where he served over the years as an Elder, Deacon, Sunday School Teacher and Superintendent, and all-around volunteer. He worked at most of the church's famous bar-b-ques. Community service was always important to Mr. Kirk. He was a 19-gallon blood donor to the American Red Cross. In 1949, he helped organize the Newell Volunteer Fire Department, where he retired with 25 years of service, including several years as President. Mr. Kirk enjoyed many years with the University City Civitan Club, where he also served as President. He chaired the Board of Directors for University Adult Day Care. Queens University (which named him an Honorary Alumnus) asked him to serve as Chairman of their Board of Visitors, and as a member of the President's Advisory Board. Mr. Kirk was elected foreman of the Grand Jury for its 6-month term. Gov. Jim Hunt appointed Mr. Kirk to two terms on the Efficiency Council of the NC Department of Transportation. He was Chief Judge of his election precinct for 15 years. Mr. Kirk had a life-long love of gardening. He was well known in his community and on his mail route for sharing home grown tomatoes and other fresh-picked produce. Mr. Kirk is survived by his daughter, Kim Kirk Steffan, grandson Andrew John Kirk Steffan, sister Sara Louise Kirk Killian, brother, Harry Suther Kirk, Sr. (Margaret) of Charlotte.

Chaplain's Message

Doug Byrum, Chaplain

Blessings All Around

Read Luke: 12:22-31

*See (God's) kingdom, and these things
will be given to you as well.*

-Luke 12:31 (NIV)

As a friend and I walked across a parking lot, he bent over to pick up a coin. I had walked past without seeing it, yet he acted as if he had actually been looking for it. He put the coin in his pocket and said, "Thank you, Lord." My friend admitted that he frequently found coins on the ground – sometimes even dollar bills. "I look for them, so I find them," he said. Then he added, "It's the same with God's blessings. I look for them, and I find a lot of them!"

My friend was right. God's blessings are so abundant that we frequently take them for granted: family to care about us; friends to share laughter and tears; a home to go to, however humble it might be; talents and abilities to help us make our way in life. All these and so much more are gifts of a loving God.

After that day, I began to look for God's blessings. My friend was right; I found a lot of them! This discovery of God's abiding love has helped bring contentment to my days. It has also helped strengthen my relationship with others because I realize they too are objects of God's amazing love. This lesson doesn't make everyone a friend. But it does motivate me to try to treat others with the dignity and respect all God's children deserve.

Thought for the Day: God's love for us is boundless.

Prayer: Dear God, help us look for your presence and your blessings in all of life. Amen.

Prayer Focus: Those who feel unworthy of God's love.

President's Message

(Continued from page 1)

Upcoming dates to remember:

- OPM announced the 2014 FEHB Open Season beginning Monday, November 10th and running thru Monday December 8th, 2014.

- The Relief Day Work List (RDWL) should be posted in your local office for two weeks running from September 26th thru October 10th. The new RDWL will be effective at the beginning of the new Guarantee Year (Saturday, October 18th, 2014.)

In conclusion, folks, please consider becoming more involved in our PAC and Legislative efforts. Grassstops, Grassroots, and RAFT (Recruit A Friend Today) are all great efforts that need your support. In that vein, I want to end this article with a quote from President Ronald Reagan: "When you can't make them see the light, make

them feel the heat!"

I hope you have a great fall season and I hope to see you in New Bern in November!

Dale



The Plague, is your postal career safe?

We have a plague in our craft. It is **Apathy**. Apathy has spread throughout our craft like a noxious plague. Rural carriers are not bothering to invest any time to secure their own future with the Postal Service.

Our state sent out 4629 ballots to its union membership. Those ballots were for you to choose the delegates to this year's National Convention. Every member had the opportunity to vote on who would be their delegates. They were your voice. The choices they made at the convention are the issues that will be brought forth to the bargaining table of our next contract negotiations. Any idea how many ballots we received back? 689 Only 689 of you even bothered to vote! That is less than 7%! That is appalling. With everything that is happening with the Postal Service today more of you should have taken the time to vote.

What is it going to take to get **YOU** involved? Do we need another atrocious arbitrator's decision like the Well's decision to get your attention again? Or will it have to be another horrendous mail count like we had back in 2001? What if we go to 5 day delivery? Will you be up in arms then? Do you know what Congress and other private industries are trying to do to the USPS? Our own Postmaster General is still trying to cut service and eliminate 6 day delivery. He is still pushing plant and office closings. They want to consolidate delivery in new developments and eliminate door to door service.

The history of the United States Postal Service is rooted in a single, great principle: that every person in the United States – no matter who, no matter where – has the right to equal access to secure, efficient, and affordable mail service.

The USPS has evolved many times over since its inception but the core to it surviving has been service. "Universal service" is the coined term now. We as rural carriers provide this service. We go the last mile. We go to that address every day, six days a week. UPS does not do that. We carry that UPS package for them to that address.

The fight for service is not over. We cannot sit back and allow the PMG and Congress to pass these proposed changes. We need to prevent this from happening. We need to stand up and fight this attack on the postal

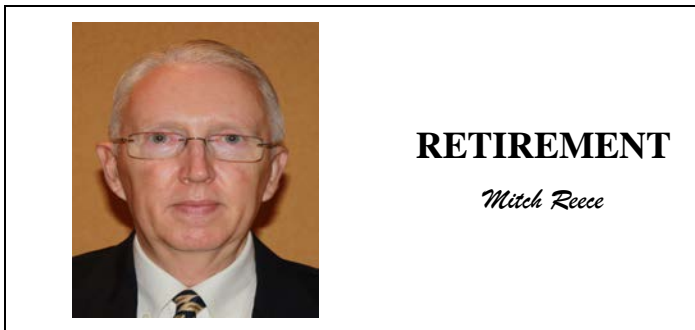
service. We need to do it for us as a craft, for the American people, and for the survival of the USPS.

I believe one of the reasons you became a rural carrier is because of the long term benefits that this job can provide. The RCA's hang in there because they know one day they will have a nice benefit package along with a good career. Those benefits were won for you by your union. The PMG and Congress are trying to chip away at the benefits and the careers we deserve. Your union is trying very hard to keep them for you.

I realize that the carriers that really need to see and hear this probably don't even bother to read our newsletter. They will never see this article. Many carriers are not even members of the union. I am challenging all of you that have read this article to go to work tomorrow and mention some of the points I have brought up. Pay attention to the apathy in your office. I know many of them think that they don't make a difference. But they do. Our numbers give us strength. Information makes us strong.

Don't stay lost in the sea of foggy information and indifference. Become more active in your union. Go to meetings. Every local district has at least one meeting a year. Know what is going on. Sign up for E-Activist. Donate to PAC. Vote. Participate. Learn. Read the P603 and your contract. Know the rules and your rights. It is your career and your life. Don't expect someone else to take care of it for you. And please don't wait until it is too late.

Avoid the plague of apathy. It is up to you to keep your future safe!



This month, I am going to start a series on life events affecting retirees. The first article will deal with marriage and/or divorce after retirement.

Marriage After Retirement

Providing a survivor benefit if you get married after retirement; if you get married after retirement, you can elect a reduced annuity to provide a survivor annuity for your spouse. You must make this election within two years of the date of your marriage.

Under the Civil Service Retirement System (CSRS):

You can elect any portion of your annuity as the base for the survivor benefit payable in the event of your death. The survivor benefit will be 55% of the base elected.

Under the Federal Employees Retirement System (FERS):

You can elect either:

- ✓ a full survivor benefit (50% of your unreduced annual basic benefit), or
- ✓ a partial survivor benefit (25% of your unreduced annual basic benefit).

If you remarry the same person to whom you were married at retirement, you cannot elect a survivor annuity greater than the one you elected at retirement.

There will be two reductions in your annuity if you elect to provide the survivor benefit:

- ✓ The regular reduction to provide the survivor benefit which depends on the amount you elect for the survivor annuity. This reduction is computed as follows:
- ✓ Under FERS –
 - * 10% of your basic annuity for full survivor benefit
 - * 5% of your basic annuity for partial survivor benefit
- * Under CSRS –
 - * 2.5% of the first \$3600 of your basic annuity, and 10% of the remainder of your basic annuity, up to the amount you have chosen as the base for the survivor benefit

and

- * A permanent actuarial reduction equal to the difference between the new annuity rate with the survivor benefit and the old one without the survivor benefit since your retirement, plus 6 percent interest. The actuarial reduction continues even if the marriage ends.

How to provide a survivor benefit for a spouse married after retirement

Write to OPM and send us a copy of your marriage certificate showing the date of the marriage and the name of your spouse. We will send you information about the cost of the benefit and ask you to confirm your election.

Changing your health benefits enrollment due to a marriage after retirement

To change to a family health benefits enrollment, call OPM anytime from 31 days before your marriage to 60 days afterward. Otherwise, you will have to wait until the next health benefits open season to make the change. If you already have a family plan, contact the health benefits carrier to include your spouse in the coverage.

You may also want to change your designations of beneficiary for life insurance or for retirement

These designations must be in writing on the forms we provide. You can print copies of these designations of beneficiary forms from our website, or call or send us an email to ask for the forms.

Life Insurance Designation Form:

- ✓ SF 2823 (PDF file) [717.83 KB], Designation of Beneficiary/Federal Employees Group Life Insurance (FEGLI) Program

Retirement System designation forms (for any money in the retirement fund remaining upon your death and any unpaid annuity):

- ✓ SF 2808 (PDF file) [243.47 KB], Designation of Beneficiary/Civil Service Retirement System.
- ✓ SF 3102 (PDF file) [472.2 KB], Designation of Beneficiary/Federal Employees Retirement System.

Divorce After Retirement

If You Get Divorced After Retirement-

Notify OPM of the divorce

If your annuity is currently reduced to provide a survivor benefit for your spouse, the reduction will be eliminated, unless your divorce decree (Court Order) says that you must continue to provide a survivor annuity for your former spouse. Mail a certified copy of the entire court order and all support documentation to OPM.

You May Need to Change Your Health Benefits Enrollment

Coverage for your former spouse:

When you divorce, your spouse is no longer a family member and cannot be covered under your family health benefits enrollment. Your children can continue to be covered. If there are no children, you should change to a self-only plan. Your court order may instruct you to continue to provide health benefits for your former spouse. Contact OPM to find out how to arrange for this coverage. If your court order does not instruct you to continue to provide health benefits coverage, your former spouse may qualify for temporary continuation of coverage for up to 36 months. If this temporary coverage is needed, you or your former spouse must contact us within 60 days after the divorce.

Health Benefits coverage for your children:

Your children can continue to be covered by your health benefits plan after your divorce. A court order may instruct you to provide health benefits coverage for your children. If you are subject to such an order, you cannot change your coverage from family to a self-only plan. You must enroll in a family plan that provides full benefits for the children in the area where they live. This applies to you as long as the court order is in effect.

You may want to change your designations of beneficiary for life insurance or for retirement

These designations must be in writing on the forms we provide. You can print copies of these designation forms from our website, or call or send us an email to ask for the forms.

Life Insurance designation form:

- ✓ SF 2823 (PDF file) [717.83 KB], Designation of Beneficiary/Federal Employees Group Life Insurance (FEGLI) Program

Retirement System designation forms (for any money in the retirement fund remaining upon your death and any unpaid annuity):

- ✓ SF 2808 (PDF file) [243.47 KB], Designation of Beneficiary/Civil Service Retirement System.
- ✓ SF 3102 (PDF file) [472.2 KB], Designation of Beneficiary/Federal Employees Retirement System

Providing a Survivor Benefit for your Former Spouse if you get divorced after retirement

If your marriage ends after retirement, you can elect a reduced annuity to provide a survivor benefit for your former spouse.

How to Make This Election-

You must notify OPM in writing within two years of the date the marriage ended. You should include a court-certified copy of the decree affecting the dissolution of the marriage, and any property or marital settlement agreement. Send this information to OPM.

U.S. Office of Personnel Management
Retirement Operations Center
Post Office Box 45
Boyers, PA 16017

Amount of Survivor Benefit-

- ✓ Under the Civil Service Retirement System (CSRS):
- ✓ You can elect any portion of your annuity, up to 55% of your unreduced annual basic benefit, as a basis for the survivor benefit payable in the event of your death.
- ✓ Under the Federal Employees Retirement System (FERS):
- ✓ You can elect either-
- ✓ a full survivor benefit (50% of your unreduced annual basic benefit), or
- ✓ a partial survivor benefit (25% of your unreduced annual basic benefit).

There will be two reductions in your annuity if you elect to provide the survivor benefit:

- ✓ The usual reduction to provide the survivor benefit which depends on the amount you elect for the survivor annuity. This reduction is computed as follows-
- ✓ Under FERS -- 10% of your basic annuity for full survivor benefit 5% of your basic annuity for partial survivor benefit
- ✓ Under CSRS -- 2.5% of the first \$3600 of your basic annuity and 10% of the remainder of your basic annuity, up to the amount you have chosen as the base for the survivor benefit.

and

- ✓ A permanent actuarial reduction equal to the difference between the new annuity rate with the survivor benefit and the old rate without the survivor benefit since your retirement, plus 6 percent interest. The actuarial reduction continues even if the marriage ends.

If you were married to the former spouse when you retired and he/she consented to an election of less than the maximum survivor benefit, you cannot provide a benefit that is larger than your original election.



RCHBP
Brenda Prewatte

Eye Care

How do we take care of our eyes? We go see the eye doctor when we think we need to but is that good enough?

Let's take it on an everyday basis we sit in front of a computer screen or tablet or even most days our cell phones screens no I'm not saying that's bad but looking at it for a long period of time could be. The medical folk have what they call a 20/20/20 rule which is every 20 minutes look at least 20 feet away for 20 seconds, this gives your eyes a break just like you need a break, well your eyes need a break too. They also recommend that your screen be at least 25 inches away and slightly below eye level. Cut glare down by moving light source or using screen filter.

Sunglass they protect our eyes just like sunscreen protects our skin. UV Radiation can cause damage like cataracts, cornea burns, and even cancer of the eyelid. This damage can be caused even on cloudy days.

When looking for sunglasses you need to look for ones to block 99% to 100% UV-A and UVB rays. They don't have to be the expensive type just so they will block those rays. Even if you wear glasses you still can get sunglasses that go over your glasses that will block the rays, read the label to make sure you are getting the right coverage. Hats are also a good way to help block the rays. Remember we are not talking about just summer time here; we are also talking about in the snow, on the sand, concrete, and water. Just about anywhere and at any time of the year you can be exposed to these harmful rays.

Foods that are good for your eyes are the ones that keep good circulation going like citrus fruit, dark leafy green and whole grains. Food rich in zinc such as beans, peas, peanuts, oysters, lean red meat, and poultry can help resist light damage. Remember when mom said, "Eat your carrots"! Well she was right; they do help your eyesight. The vitamin A in them is important for good vision, along with other nutrients that help with eyes include beta-carotene found in yellow or orange fruit and veggies.

Can your RX be part of your problem? Yes it could be there are a lot of drugs or combination of drugs that can affect your vision. So be aware for the possible side effects by talking with your doctor. If after starting a new drug you notice issues like dry or watery eyes, double vision, light sensitivity, puffy or droopy eyelids or blurred vision contact your doctor immediately.

How often do you need an eye checkup? It depends on several things. Your age, medical condition, and medication you are on could all be a factor in determining on when you need an eye exam.

The Most Important Thing To Remember Is to Talk To Your DOCTOR!

For those of you that have RCBP here is some info for you: New 800 number CVS Caremark Member Service

Beginning July 7, 2014, rural carrier benefit plan member must use a new toll-free number to access CVS Caremark member services. The new phone number is 1-800-292-4182.

Auto-Homeowners' Insurance Update

Brenda Gibbs

Federal Tort Claims Act of 1961

The Tort Claims is a federal statute. It provides for a government administered protection plan. It was created to protect all government employees and the government itself against any liability caused by its employees in the course of their official duties.

The Tort Claims Act will protect a Rural Carrier from liability in the event they are involved in an on-route accident. Most insurance companies do not understand this Act and want to cover Rural Carriers as they would a business or commercial vehicle. Make sure your insurance company knows about this act and the protection that comes with it.

In response to many inquiries from employees, we have reproduced a copy of the Federal Driver's Endorsement for automobile policies concerning "Rider" # NC-0301 that has been widely discussed in driver training, accident classes and many of our union meetings.

Subject, FEDERAL EMPLOYEES USING AUTOS IN GOVERNMENT BUSINESS

Copyright, North Carolina Rate Bureau, 1980, 1987 NC 0301 (Ed. 7-87)

The following are not insured under Part A of the Policy:

1. The United States of America or any of its agencies.
2. Any person with respect to bodily injury or property damage resulting from the operation of an auto by that person as an employee of the United States Government if the provisions of Section 2679 of Title 2B, United States Code (Federal Tort Claims Act), as amended, require the Attorney General of the United States to defend that person in any civil action or proceeding which may be brought for the bodily injury or property damage.

the following conditions must be met:

1. It must contain the wording above, or of the same legal effect.
2. It must be physically attached to your insurance policy.
3. It must predate the accident.

Do not accept your agent's verbal assurance that this "rider" is in effect. You should be furnished with a copy of your policy's declarations page or pages listing the "rider" as a part of the policy.

If your agent has difficulty understanding your request, have him/her contact the Tort Claims Rep in either Greensboro or Mid-Carolinas Districts. This endorsement is not mandatory for Postal Employees it is left up to the policyholder's discretion to have this policy change made.

Fall Booster

Saturday, November 8, 2014

DoubleTree by Hilton New Bern-Riverfront
100 Middle Street
New Bern, NC 28560
Call: (252) 638-3585 *USE Special Rate Code "NCR"
for Reservations, room rate, \$90 + tax.

2015 State Convention

June 14-17, 2015

Hilton Wilmington Riverside Hotel
301 N Water St Wilmington, NC 28401
(910) 763-5900; \$139 / night

South Atlantic Conference (SAC)

Place: Crowne Plaza Airport Hotel
1325 Virginia Avenue
Atlanta, Ga 30344

Date: **Saturday January 24 – Monday January 26, 2014**

Room rates: \$94 plus tax with parking included (\$9 parking for those staying off-site)

Phone #: 404-768-6660 (ask for SAC rate)

South Atlantic Conference SAC 2014 will be held in Atlanta, Georgia January 25, 26 & 27, 2014, at the Crowne Plaza Atlanta Airport, Atlanta, GA. Telephone # 1-404-768-6660. The room rate will be \$94 with free parking for guests of the hotel. If you stay elsewhere and drive in the parking will be \$9 per day, if you get your parking pass stamped the charge for parking will be half price. Please plan to attend the Atlanta Postal Credit Unions' Annual Meeting also on Saturday, January 25. Information will be available in a later issue of NCRC or at registration table at SAC.

Dear Colleague Letter

Dear Chairman Rogers and Ranking Member Lowey, Subcommittee Chairman Crenshaw, and Subcommittee Ranking Member Serrano:

The United States Postal Service (USPS) is facing many serious challenges. While a number of reform proposals have been introduced in both the Senate and the House to tackle these problems over the past several years, we have yet to enact legislation. In the absence of Congressional compromise, the Postal Service has proposed more sweeping changes to its operations.

The Postmaster General has announced that the Postal Service will consolidate up to 82 more mail processing facilities and eliminate up to 15,000 more jobs in 2015. This wave of closures will directly impact 37 states across our nation, and more importantly, the citizens who count on their Postal Service to be reliable. At a time when our middle-class is disappearing, the loss of 15,000 good working-class jobs from the Postal Service will harm our local communities and economies.

The Postal Service has already consolidated 141 mail processing facilities since 2012. As the postal network has been weakened, service has suffered. Since the Postal Service slowed down the processing and delivery of first class mail over two years ago by revising its service standards, it has been more difficult for the American public and small businesses to receive mail in a timely manner. Slowing down mail delivery even further will especially hurt senior citizens on fixed incomes, small businesses, rural areas, and the economy.

To address this immediate problem, we respectfully request that you include language in an upcoming continuing resolution that would prevent the USPS from closing or consolidating any more area mail processing facilities during Fiscal Year 2015. We also respectfully request that you include such language in any omnibus appropriations package for Fiscal Year 2015 following the continuing resolution. In addition, we would ask that you include language to maintain and comply with service standards for First Class Mail and periodicals currently in place that became effective on July 1, 2012. This one-year moratorium will give Congress the time it needs to enact the comprehensive postal reforms that are necessary for the Postal Service to function effectively into the future.

We look forward to working with you on this important issue. Thank you for your consideration.



94-6

Those of you on the E-Network Activist list received an alert on August 27th. I hope all of you have written and/or called your member of congress' office. We have friends in the Congress that are working to stop or at least delay the next round of closing mail processing facilities. As I write this (28 August) no member of the NC delegation has signed on. We have several representatives that are members of the Rural Caucus and I hope they will be the first to sign on to this letter. You can find more information at www.nrcla.org.

We have just set a new record for PAC Donations in North Carolina. For the 2013/14 PAC year we raised \$38,581. As great as that is we fell behind where we usually end up on the National Roster. We fell to fifth place because quite a few states 'kicked it up a notch this year.'

Rank	State	Membership	Donation
5.	North Carolina	4,668	\$38,581
4.	Florida	5,189	\$38,840
3.	Iowa	2,333	\$43,454
2.	Texas	6,937	\$44,970
1.	Ohio	4,256	\$45,948

I sincerely wish to thank every member who made a donation this year. We have had a tough year. The PMG wants to end Saturday delivery. The Government Reform/Postal Oversight Committee also wants to end Saturday delivery. We have fought hard this year and we won a short reprieve to keep Saturday delivery for the time being. Congressman Issa term-limits as committee chair at the end of this term but you can expect his replacement to follow in his footsteps. We will have to continue to fight to keep Saturday delivery. If we lose Saturdays, RCAs will probably be hurt the worst, but we will all suffer. Every Monday will be like the day after a holiday. Those of us left working will have to work a lot harder and for those of you that have a problem getting a day off because of limited relief carriers, there will be even fewer and time off will be even harder to come by. Even smaller offices will suffer.

Now as to the title of this article. As much money as we raised this year; every dollar was donated by only six percent (6%) of our membership. 94% of you did not think enough of protecting your future to make a donation.

In the 2013/14 PAC Year, one NC member gave over \$2000; two members gave at least \$1500. Another one gave \$1000, eleven gave over \$500. Twenty-one gave at least \$250 and sixty-four gave over \$100. Forty-seven members gave at least \$50 and finally, 148 more of our members made a donation of some amount less than \$50. That leaves 4,373 of you that did nothing. Please don't let another PAC Year come to an end without making a donation. Our Legislative team works hard to protect all of us.

There are two bills that we all need to keep up with. They are S. 1486 and H.R. 2748. Both of these bills will eliminate Saturday delivery. H.R. 2748 would also end our 'No Lay-Off Clause,' increase the costs of insurance, cut our pay and continue to steal profits from the USPS. S.1486 would make drastic changes to FERS and our Thrift Savings Plan. We need your support morally, physically and financially to keep these from becoming law. Keep a check on your NRLCA.org and NCRLCA.com websites. You should also sign up for E-Activist Network so that if a bill starts moving we can all make follow-up phone calls immediately.

We desperately need your financial support to keep our lobbyist 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 this year 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. It's YOUR job and YOUR future.

NC Membership 4668
NC PAC Donors 295 (6.32%)
Members missing 4373 (93.68%)

6.32% 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 have members that hit \$500 or \$1000 or \$2000 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

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

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Mike Shue
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Betty Westbrook
Joseph Whitley

North Carolina District Representatives

Mid-Carolinas

Sally Corriher
PO Box 460
China Grove, NC 28023-0460
704-855-2629
Sally.Corriher@nrlca.org

Greensboro

Frank Suttles
PO Box 745
Carrboro, NC 27510-0745
919-932-7835
James.Suttles@nrlca.org

Assistant District Representatives

Mid-Carolinas

Barbara Smith
PO Box 14985
Raleigh, N C 27620-4985
919-212-1564
Barbara.Smith@nrlca.org

Tracy Davidson
PO Box 277
Matthews, NC 28106-0277
704-821-8016
Tracy.Davidson@nrlca.org

Bethany Small
Assistant District Representative (ADR) Part Time
PO Box 11001
Southport, NC 28461-1001
910-477-2429
Bethany.Small@nrlca.org

Greensboro

Barbara Smith
PO Box 14985
Raleigh, N C 27620-4985
919-212-1564
Barbara.Smith@nrlca.org

Bryan W. Hudgins
PO Box 26
Eure, NC 27935-0021
252-357-2406
Bryan.Hudgins@nrlca.org

Jeff Essick
Assistant District Representative (ADR)
PO Box 12001
Winston Salem, NC 27117-2001
336-618-5095
Jeff.Essick@nrlca.org

Area Stewards

Mid-Carolinas

Kelly Kenny-Futch
910-270-4986

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 Part Three

In the first article was a call to arms to ensure that PTF's would be placed if and when the formula is invoked. The second was about how the formula is invoked and the effect it will have on the office that is affected. This article will be directed more to the working rules of PTF's.

Once the office is forced to convert RCA's to PTF's, the RCA must bid on a PTF position. (Once the senior RCA accepts the PTF position, they must accept the next regular assignment. Only if there are more regular assignments offered than PTF's in the Office will a RCA be converted to regular). The RCA will not be bidding on particular routes, rather an assignment. Management has full control as to the routes that are on the

assignments. A PTF must have a minimum of two routes (known as a string) but no more than five. We believe we have convinced management to put three routes per string. This will give management a place to put new hires. (A PTF with a string of three can be reduced to a string of two, in order to place a new hire). The only way to reduce the number of PTF's is to convert them to regular. The only way to increase the number of Saturdays off is to increase the number of subs.

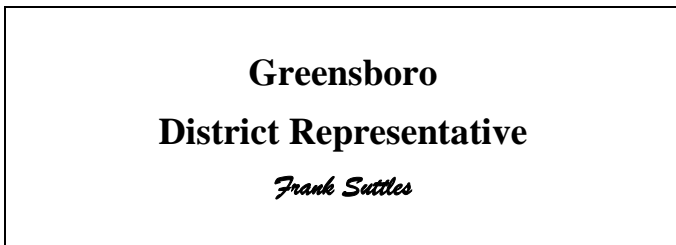
Once a PTF is created and they are assigned their string, they are the sub of record for that route. The PTF must work the K day of each of their regular carriers. In other words, if a PTF is assigned route one on Monday, route two on Tuesday, and route three on Wednesday, they must work those routes before working any vacant routes. A PTF is not entitled to the weekly evaluation of any of their string. While a PTF can work over 40 hours, there is no requirement that management give them more than 40 hours. If a PTF is in danger of working overtime, management is not required to give them overtime (regardless of how many routes they have worked). Management will utilize all SUB OF RECORDS, but before using the matrix, they may utilize a PTF (see order

of consideration) on any route in the Office. A PTF is not allowed to work a hold down. While they may be the sub of record, they are not entitled to the weekly evaluation. This includes auxiliary routes. While they may be utilized on an auxiliary, they cannot be the primary on that route.

Some confusion has come over the fact that a PTF can only be assigned to a K route in their string. While this is correct, it does not mean that they cannot be utilized on ANY ROUTE regardless of designation or size.

We understand that all of this is new and confusing; we have tried to cover as much information as we could in this article. If you are told something by management that is questionable to you and your circumstance please contact the steward or representative assigned to your office. While the Union does not endorse the formula and continues to file grievances on each and every one, we also feel that we must educate all carriers on how to protect their rights. Once the formula is invoked the only way to increase Saturdays off, is to increase the number of subs. in that Office. If you feel that your management is not hiring, please contact your District Representative. It is of the utmost importance that we hold the USPS feet to the fire in as much as the contract allows.

Respectfully submitted; Tracy Davidson (ADR)



News from the Greensboro District

Mail Count

As you may know by now as the mail count may already be over there will be **NO** National Count of all routes in the Greensboro District in the last 12 working days in September. However, the “special count” provisions below still apply and some routes may be counted beginning September 17 through September 30. The number of routes being counted in the District is minimal.

Special counts are conducted under Article 9.2.C.11 under the following two (2) circumstances:

1. When circumstances have negated the validity of the latest count and evaluation. No salary adjustments will be made as a result of the count unless the evaluation of the count is changed by 120 minutes (2 hours) or more. (This would mainly apply to routes that have started receiving DPS letters or DPS flats and have not counted under those standards. It would also apply to those routes who submitted a Formal Review Request and as a result of that request had their DPS letters reverted to either sector segment or raw letters.)
2. Whenever a 120 minute (2 Hours) or more salary adjustment is made on a route, whether due to a substantial service change or route adjustment, **AND**

the density of the route after the change has been increased to twelve (12) boxes per mile or more or has been decreased to less than twelve (12) boxes per mile. (This applies to routes which have had an adjustment or growth change of more than 120 minutes per week **AND** the density has changed enough to make the route change from either a Non-L route to L route or vice versa.

New Guarantee Year

The new guarantee period begins October 18th. At this time carriers have the right to change their Hi/Low option, if eligible. Rural carriers wanting to take the Hi option must agree (in writing) to use sufficient annual leave to assure management that the total number of hours worked will not exceed the 2080 annual guarantee. The rural carrier must have a minimum of ten (10) years from the retirement computation date which is shown on Line 17 on your PS Form 50

Carrier also must have demonstrated in the past that they would be able to stay within the 2080 threshold.

Relief Day Work List (Rdwl)

The RDWL will be posted for a two (2) week period. The next opportunity to sign this list will be three (3) weeks prior to the start of the new guarantee period and will be effective at the start of the new guarantee year. This year’s sign up date begins September 26 through October 10.

X-Days

Article 9.2.C.5.J states that, “with the beginning of the guarantee period through the end of the designated Christmas period, a regular rural carrier who works the relief day and is entitled to an X day must be given the X day as scheduled by the Employer within the same pay period in which the relief day was worked.”

Rural carriers “shall be prohibited from scheduling a previously earned X Day from the beginning of the guarantee period through the end of the designated Christmas period.

If the X day is not received within the same pay period, the employer will compensate the regular rural carrier 100% of the carrier’s daily rate of pay in lieu of the X day.”

SAFETY

District safety personnel are out and about on a daily basis. Make sure that you are following all rules and regulations. When you exit your delivery vehicle, whether it be a LLV or your own personal delivery vehicle make sure that you are using all parking rules. We have too many carriers who are taking shortcuts and are placing themselves and others around them in harm’s way. You are also jeopardizing your employment. Remember to be safe while performing all the duties to which you are assigned to do. With the increase of parcels and the oncoming holidays, carriers are going to be pushed on a daily basis. School has started and kids are on the street every day. You can never predict what a kid might do.

Slow down, STAY ALERT, BE SAFE

NCRLCA Constitution

ARTICLE I

Name

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

ARTICLE II

Purpose

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

ARTICLE III

Members

Section 1. Member in Good Standing.

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

Section 2. Classifications

A. **Bargaining Unit Member.** Membership is open to the following rural carriers:

1. Regular Carriers (Designation Code 71), including regular carriers who are in Injured-on-Duty/Leave Without Pay (IOD/LWOP) status and assigned to (980-989) rural routes;
2. Part-Time Flexible Rural Carriers (PTFs, Designation Code 76);
3. Substitute Rural Carriers (Designation Codes 72 and 73);
4. Rural Carrier Associates (RCAs, Designation Codes 78, 74, 79);
5. Rural Carrier Reliefs (RCRs, Designation Code 75);
6. Auxiliary Rural Carriers (Designation Code

77); and

7. Rural Carriers in the Armed Forces of our country provided they were members when their duty began.

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

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

C. **Associate Member.** Associate membership is open to Rural Carriers who were members in good standing and are now either working in other non-managerial Postal Service jobs or have left the service and are not receiving an annuity. Failure to pay dues for one full membership year terminates Associate membership. Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

D. **Retired Associate Member.** Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate membership. Retired Associates may not apply for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

- E. All rural carriers in good standing at the time of retirement shall be honorary members of the Association, unless they elect to remain active members by the payment of annual per capita tax. Honorary membership may be bestowed upon others by this Association.

Section 3. Restrictions.

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

Section 4. Dues.

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

prior to the beginning of each fiscal year and rounded down to the nearest dollar.

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

Section 5. Family Plan

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

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

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

Section 6. Application.

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

Section 7, Membership Year.

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

ARTICLE IV Subordinate Units

Section 1. Subordinate Units.

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

Section 2. Officers.

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

Section 3. Annual Report.

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

Section 4. District Constitution and By-Laws.

- A. All district Constitutions and By-Laws must be in harmony with the State and National Constitutions. The District units are auxiliary to the State, and the State Association is Auxiliary to the National Association.

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

Section 5. Trusteeship.

- A. The President, with approval of the State Board, may place in trusteeship any District Association or subordinate body for any of the following reasons:
1. To uphold the principles and integrity of this Constitution;
 2. To correct corruption or financial malpractice;
 3. To assure performance of collective bargaining agreements for other duties of a bargaining representative;
 4. To restore democratic procedures; and
 5. To otherwise carry out the legitimate objectives of the State Association.
- B. **Authority.** The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The

trustee shall act in such capacity for the duration of the trusteeship.

- C. **Hearing.** A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the State Association or Unit in trusteeship, or from the National Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.
- D. **Termination.** The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.
- E. Any party not satisfied with the decision of the President under Section 4 or 5 shall have appeal rights as provided under Article VII of the National Constitution

ARTICLE V Officers and Appointees

Section 1. Officers and Appointees.

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

retired carrier may fill the Secretary-Treasurer position for the first year of his/her retirement.

Section 2. Duties.

A. President

1. The President shall preside at all meetings of the Association and the Executive Board, and shall have general direction of all affairs of the Association.
2. He/She may call, immediately, a special meeting of the Association upon written request of a majority of the districts.
3. The President shall approve all properly itemized bills as submitted to the Secretary-Treasurer for payment on demand or as soon as possible thereafter.
4. He/She shall appoint all committees not otherwise provided for.
5. He/She shall submit at each annual meeting a written report of all his/her official acts, and he/she shall perform such other duties as the Constitution shall require.
6. He/She shall appoint a Chaplain for this Association. The Chaplain shall sponsor the devotional part of the State Convention, shall arrange a Memorial Service as a part of the Convention program, and shall provide for flowers used in the Memorial Service.
7. He/She shall appoint a Historian for this Association. The Historian each year shall write a brief, accurate, unbiased report of the Association and present it to the Annual Convention a year after the close of a particular year, preserve in a safe place these yearly histories, and release them to the Association upon request.
8. He/She shall appoint an auto and homeowners insurance representative. The insurance representative will be in charge of the insurance promotion for the state and will give a report at the annual convention.
9. He/She shall appoint a Political Action Committee Chairman. The PAC Chairman will be responsible for the promotion of a PAC fund and the receipts of said fund. He/She will also give a report at the annual convention.

B. Vice-President

1. The Vice-President shall preside in the absence of the President, and in case of death, resignation, disqualification or refusal of the President to discharge the duties of

his/her office, the Vice-President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

C. Secretary-Treasurer

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

Article VII, Section 2 of the Constitution.

10. He/She shall notify all members of the time and place of the annual state convention at least (20) twenty days prior to the opening. He/She shall also inform the members at the same time concerning the procedure for nominating and electing officers of this association and the offices to be filled.
11. He/She shall perform such other duties as the Constitution may require of his office.

D. Executive Committee

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

Section 3. Election.

- A. The nomination and election of officers shall be held annually. The election of officers shall be by secret ballot of elected delegates, and a majority of the votes cast by the delegates present and voting shall constitute an election.
- B. The President, Vice-President and Secretary-treasurer of this association shall be elected at each annual meeting for a term of one year, or until their successors are elected and installed. The President and Vice-President may be elected to two successive one-year terms. The Secretary-Treasurer may be elected to an unlimited number of one-year terms.
- C. One member of the Executive Committee shall be elected for a term of three years; an Executive Committee member may be elected to succeed himself.
- D. At the time of election, if said member is not a delegate to the National Convention, then said elected member shall be paid at the rate for the

elected delegates to National Convention.

- E. The nominations of officers shall be made on the opening day of the convention with further nominations and the election to take place on the last day of the convention at the time provided for in the order of business. Only elected delegates may nominate.
- F. The election shall be by secret ballot of elected delegates and in no case by acclamation except by unanimous consent. When there are more than two candidates for the same office, after the second ballot, the one receiving the least number of votes shall be dropped until an election is determined. A majority vote of delegates present and voting shall constitute an election.
- G. The installation of officers shall take place immediately following the election. The outgoing President shall be the installing officer, or he/she may select a suitable person to perform this act, such an appointee to be an ex-President of this Association or a present officer of the National Rural Letter Carriers' Association.
- H. Any member not satisfied with the election procedures followed at the State Convention may appeal to the State Executive Board. The State President shall select a member, the grievant shall select a member, and the two shall select a third to act as chairman. The three shall conduct a hearing and render a decision.

Section 4. Salaries.

- A. No officer of this Association shall be paid any salary except the Secretary-Treasurer.
- B. The full-time State Secretary-Treasurer basic salary shall be equal to the current annual salary for an evaluated route of 46K hours at Step 12. The full-time State Secretary-Treasurer will receive twenty-six (26) days of annual leave to be advanced at the beginning of each fiscal year and thirteen (13) days of sick leave per Association fiscal year. Any unused annual leave shall be paid out at the current cash equivalent at the end of the fiscal year (June 30). Any unused sick leave will be paid out at the current cash equivalent at the end of the

employee's tenure as State Secretary-Treasurer. Upon retirement, sick leave will be paid according to established rules for all Postal employees. The Executive Board shall set aside, annually, an amount equal to the value of any unused sick leave at the end of the fiscal year.

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

Section 5. Expenses.

- A. The Association shall pay all expenses of the Secretary-Treasurer's office, including \$4800 per annum for office rent and secretarial help.

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

the same basis as the state officers.

- I. The Webmaster shall be paid for any necessary expenses approved by the Executive Board. He/she shall receive compensation for attendance at the annual state convention or any other meetings where attendance is required on the same basis as the state officers.

Section 6. Removal.

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

Section 7. Vacancy in Office.

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

because of changes in the retirement system or tax laws, such officer shall remain in office until the next State Convention.

Section 8. Association Property.

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

ARTICLE VI Meetings

Section 1. State Convention.

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

Section 2. Site Selection.

- A. The annual meeting place for the state convention will be selected by the Executive Board. No more than two consecutive years in one location and divide the state in 3 locations, Mountains, Central and Coastal.
- B. The Executive Board will assume all responsibilities of the convention, including, but not limited to, selecting the city(s), hotel, date of convention, all committees (including registration), and Sunday reception. The District(s) in which the convention is held may be asked to assist. The convention delegates will select the place of the meeting by ballot, if multiple cities are presented.

Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof; however, when the annual convention

meets before July 1, the paid-up members for the current year will be based on the final report of the Credentials Committee, shall be the basis for determining the delegate vote.

- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

Section 4. Quorum.

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

Section 5. Order of Business.

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

Section 6. Booster Meetings.

- A. The Executive Board shall establish a Fall Booster meeting. This meeting will occur between November 1 and November 30 each year. The site for the Fall Booster meeting will be selected by the Executive Board. The annual meeting place for the Fall Booster will be selected by the Executive Board. No more than two consecutive years in one location and divide the state in 3 locations Mountains, Central and Coastal.

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

ARTICLE VII

National Convention Delegates

Section 1. Delegates

A. Eligibility

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

B. **Nomination**

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

C. **Elections**

1. A member must be on the rolls at least 40 days prior to the opening of the state convention in order to be eligible to vote for National Delegates.
2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box.
3. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.
4. The State Secretary shall cause the ballot to be mailed to eligible members at least 20 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.
5. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing

the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.

6. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.
 7. Any candidate or designee may observe the ballot tabulation. In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.
 8. Each state association shall be entitled to one Delegate-at-Large from the roster of elected regular delegates. That position shall be filled by a state officer in ranking order, beginning with the State President. A state officer may not be automatically declared a delegate by virtue of office unless elected by direct vote of the membership. National-Paid Delegates shall be named in accordance with the plurality of votes received.
 9. The State Secretary shall prepare credentials for the Delegate-at-Large, regular delegates and an appropriate number of alternates immediately following the state convention and send to the National Secretary-Treasurer. The state's seal shall be embossed on the face of credentials.
 10. Delegates-at-large and regular elected delegates presenting identification to the Credentials Committee at the National Convention shall be certified and seated.
- D In case of a tie vote, the tie will be broken by a drawing supervised by the Election Committee.

Section 2. Compensation of state-paid National Delegates.

- A. The State Association shall pay to all delegates to the National Convention, except the delegate-at-large and the national paid delegates, for mileage at twice the IRS reimbursement rate for one-way travel as determined by the Credentials/Mileage and Per Diem Committee

and \$100 per diem during sessions of the National Convention. The delegate's compensation will be a minimum of \$1000 per delegate if the amount equal to the national mileage and per diem does not exceed \$1000. If mileage and per diem does not exceed \$1000, the delegate-at-large and all national paid delegates will be paid the difference from state funds. Any difference in per diem compensation for the delegate-at-large and all national paid delegates will be paid from state funds.

B. The State Association shall pay to the top three alternate delegates attending the national convention a sum equal to the amount paid to the regular state paid delegates.

C. If a regular national delegate does not attend 90% of all scheduled meetings including caucus, unless appointed by the national office to perform another duty, the executive board will have the authority to pro rate the appropriated money by the percentage of meetings attended.

ARTICLE VIII State Board

Section 1. Members.

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

Section 2. Duties.

A. The Executive Board shall act as a trustee of this association and have general supervision of and control over the association during the interim between meetings. The proceedings of all Executive Board meetings must be read at the succeeding state convention.

B. The Executive Board shall interpret the acts and resolutions of the state convention and make provisions for their execution when necessary.

C. The Executive Board shall act as a trustee for any district found acting in violation of the State Constitution and shall have general supervision of and control over such district until compliance is restored.

ARTICLE IX Committees

A. For each annual convention the following committees shall be appointed:

1. Five members or more on Constitution.
2. Five or more on Resolutions.
3. Three or more on Credentials.
4. Three or more on Election Committee.
5. A Sergeant-At-Arms.
6. A Parliamentarian

B. The Committee on Constitution shall be appointed by the President thirty (30) days in advance of the state convention.

ARTICLE X Appeals

Section 1. State

A. A member aggrieved by any action of a state association, officer or steward shall have the right to appeal to the State Board.

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

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

B. A Party not satisfied with this decision, or any other action of the State Board on said appeal, shall have the right to appeal to the National Board.

1. This appeal must be in writing and be filed with the President of the National Association within 30 days of receipt of the State Board's decision.
2. Within 15 days of receipt of an appeal, the National Board shall notify the National Appeals Commission. The President shall notify the State President and the Parties that the appeal has been received and forwarded to the National Appeals Commission.
3. Within 30 days, the National Appeals Commission shall investigate each appeal and report its findings and recommendations in writing to the National Board. Upon receipt of the findings and recommendations of the Appeals Commission, the National President shall notify the Parties that the findings and recommendations are before the National Board. The National Board shall render a decision and notify the Parties in writing within a reasonable period of time.

C. A Party not satisfied with the decision of the National Board shall have the right to appeal to the next Convention of the National Association.

1. This appeal must be in writing and be filed with the National President within 30 days of receipt of the National Board's decision. The appeal, if received more than 45 days prior to the National Convention, will be scheduled for that Convention. If received within 45 days of the Convention the appeal may be held until the following National Convention.
2. Within 15 days of receipt of said appeal, the President shall notify the Parties that the appeal has been received and shall be forwarded to a National Appeals Committee.

3. The Appeals Committee shall complete an investigation and report its findings and recommendations in writing to the Parties and to the President of the state association at least 24 hours before the report is presented to the National Delegates.

ARTICLE XI Parliamentary Authority

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

ARTICLE XII Amendment of Constitution

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

ARTICLE XII MUTUAL BENEFIT ASSOCIATION

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

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

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)
217 Russell Senate Office Building
Washington, DC 20510
(202) 224-3154

Kay Hagan (hagan.senate.gov)
521 Russell Senate Office Building
Washington, DC 20510
(202) 224-6342

National Legislative Representatives

Congressional District 1:

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

Congressional District 2:

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

Congressional District 3:

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

Congressional District 4:

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

Congressional District 5:

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

Congressional District 6:

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

Congressional District 7:

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

Congressional District 8:

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

Congressional District 9:

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

Congressional District 10:

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

Congressional District 11:

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

Congressional District 12:

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)
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

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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

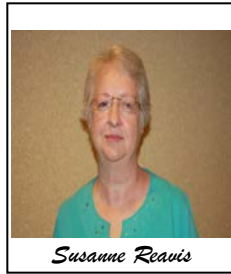
CODY COPELAND

106 Dogwood Lane
Camden, NC 27921-7668

SECRETARY/TREASURER

BLAYNE COPELAND

106 Dogwood Lane
Camden, NC 27921-7668



Auxiliary News

Well another National Rural Letter Convention has come and gone and was it a good one!!! We all arrived in Grapevine Texas by various means. Some of us drove, some flew and some carriers from Georgia rode a Mega Bus out of Atlanta.

The Auxiliary met in a joint session on Tuesday morning with the Association to begin the convention. As always there were great speakers and lots of information to be had.

Carolyn Ward was the Auxiliary member of the year and was presented her award at the joint session.

As you know the humanitarian project this year has been JDRF curing type 1 diabetes. President, Shelia Reardon-Gilman had a young lady, Charlise Doan, tell her story. Charlise is 14 and did an outstanding job explaining how she found out about the disease and living with diabetes. After she spoke the Juniors passed the hat for a donation and \$6841.42 was raised for the project. The Monday night auction brought in another \$7,700.00 and National General Insurance Co. donated \$5,000.00. Total donations up to that point were \$77,242.36. Thanks to each of you that bought items or tickets to help fund this project.

The Auxiliary began our meetings on Tuesday afternoon after the joint session and lunch. We had approximately 170 delegates attending the convention. All of the delegates were given committee assignments to complete during the week. President Elect Dwight Broome introduced his program for the coming year. We will be working with Alzheimer's' Disease Research. The Auxiliary will have several items to sell to help with this project and tickets again for \$500 donated by the APCU.

North Carolina Auxiliary was well represented with members and Juniors. Our Juniors took 1st place raising \$2,453.05 for the JDRF project. Also in a scholarship drawing, Hannah Terrell won a \$4,000.00 scholarship. We did not have any winners in the posters and essay contests. So I would encourage all of you to work a little harder!!! Look forward to having some National winners soon.

We had several speakers to come and speak with us and Larry Waligara, the National Manager of Insurance Programs, gave us some interesting information. He said the IRS would be provided SS#'s of people that do have insurance. If you do not, that is how you will be penalized for not having insurance. He said to be sure to call your insurance company and make sure they have correct SS#'s on the insurance plan.

Another suggestion that was given by Hershel Miller from MI was to have a flash drive with Healthcare POA or a hard copy with you at all times when you travel.

As Friday came to a close, new officers were elected and installed. President, Dwight Broome; Vice President, Helen Schuster; due to resignation of LaVern Clithero, Sheila Reardon-Gilman was elected Chairman Executive Committee; Secretary Executive Committee, Julie Houston; Member, Cheryl Rodenback; Secretary/Treasurer, Elizabeth Sullivan.

As we head into a new year, if you would like to have an Auxiliary member at your meeting, contact anyone on the board and we will make arrangements to have someone there.

Thanks you for all your support,
Susanne Reavis
President, NCRLCA Auxiliary

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.

October 2014

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

November 2014

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

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 28168
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 41

