



# NORTH CAROLINA



# RURAL CARRIER

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

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Number 4

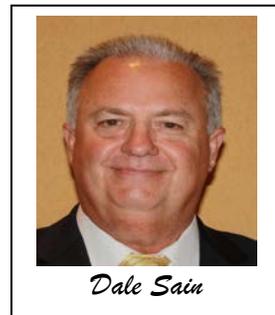
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*Dale Sain*

## President's Message

Welcome to 2015! Here's hoping that everyone had a Merry Christmas and a Happy New Year.

Sad to say, it appears that the USPS intends to continue on in their policies of contraction and reduction of services. As I write this, the USPS is scheduling to resume their plan to close eighty-two more mail processing facilities beginning on January

10th. Over thirty US Senators sent the USPS a letter requesting a moratorium on these closing, but it is being ignored. Senator Claire McCaskill (D-Mo.), who helped draft that letter to then PMG Donahoe, stated that there is more at stake than just delivery times. She feels the Postal Service could lose one of its biggest advantages: its reach into virtually every American community. She concluded her remarks by saying, "Any CEO will tell you that voluntarily giving up your competitive advantage and lowering standards isn't a recipe for success." Hopefully, saner heads will prevail.

In a few weeks we will be in Atlanta for the SAC (South Atlantic Conference). If you have never attended this meeting, please consider going in the future. Most of your National Board will be there, and in this smaller venue you would have an opportunity to speak with them face to face. Also, soon we will be in local district meetings season. Please plan to attend your meetings and share your specific local concerns with your DR and/or state officer.

Next, mark your calendars for the NC State Convention in June, which will be held at the Hilton Wilmington Riverside Hotel. As always, this will be a family friendly event with many nearby attractions. You can learn a lot at our state sponsored meetings! Remember what the great American humorist Mark Twain said; "Anyone who stops learning is old, whether twenty or eighty. Anyone who keeps learning stays young. The greatest thing you can do is keep your mind young!"

God Bless you all!

**State Meeting**  
**2015 State Convention.**  
**June 14-17 2015**  
**Hilton Wilmington Riverside**  
**910-763-5900 - 888-324-8181**

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

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

**Appointed Officers**

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**MAIL NEWS ITEMS BY 10<sup>TH</sup> 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.

## Obituaries

**Mr. James Cecil Cartner**, 85, of Mocksville died November 19, 2014.

He was an active member the National Rural Letter Carriers' Association.

Mr. Cartner worked for the U.S. Postal Service for 30 years serving both inside the post office and as a rural letter carrier.

Survivors include his wife, Ruth Boger Cartner; daughter, Janice Cartner Meyer; and granddaughter Elizabeth Denton Meyer.

**Ms. Ann Matherly**, 50, of Pfafftown died Sunday, January 4, 2015.

Ms. Matherly was a rural letter carrier for the US Postal Service. In addition to her parents, she was preceded in death by two brothers, Jerry Slate and Sammy Slate. Survivors include one son, Nicholas Frenette; one daughter, Savannah Wooten; three grandchildren, Dakota Wooten, Jacob Wooten and Sara Grace Wooten; one sister, Teresa Slate and one brother, Steven Slate.

**Mr. A. B. Troxler "Pops"**, 92, of Browns Summit, passed away on Saturday, November 29th, 2014.

He served in the United States Army 381st Infantry Division (Pacific Theatre) during World War II. After the war he became a rural letter carrier in the community where he served over twenty-five years.

He was preceded in death by his wife of seventy-one years, Kathleen. Survivors include two daughters, Alice Simpson and Jan Brown; grandchildren, Kim Boyd, Jill Simpson, Ken Brown, Alicia May, Kelly Brown; great-grandchildren, Grayson and Kenzie Boyd and Karsyn May; one sister, Annie Lou Medearis.

**Ivan Mixon**, 93, of Plymouth died Wednesday, November 19, 2014.

Ivan was a retired rural letter carrier with the U.S. Postal Service and a member of The American Legion. He served in the U.S. Navy and the U.S. Army during World War II and was proud to be a veteran.

His family includes his wife, Annie Hooker Mixon of Plymouth, N.C.; daughter, Susie M. Urick; sons, John I. Mixon and Michael O. Mixon; seven grandchildren and five great grandchildren.

## Chaplain's Message

Doug Byrum, Chaplain

### Read Galatians 6:7-10

*Whenever we have an opportunity,*

*Let us work for the good of all.*

*Galatians 6:10 (NRSV)*

On a recent flight, I read in the airline company's in-flight magazine about the way they treat their employees once they are hired. They don't focus intensely on rules or policy applications (except those related to safety). Instead, they give their employees freedom to be themselves, to do what they discern to be right in taking care of their customers. They do have one overriding rule, the Golden Rule---treating others as we want to be treated. They hire people with a passionate servant heart and empower them to do what's right. They have found that when treated in this way, their employees consistently surprise, delight, and amaze their customers.

I began to compare this company's policy to our opportunity as Christians. As set forth by God, we---the church---will be truly committed to Jesus Christ, enjoying our freedom in Christ, living by the Golden Rule, having passionate servant hearts. God empowers us to use our God-given gifts and talents in doing what is right. Such a body will also consistently serve those around it. A congregation whose members walk as Jesus walked and focus on people will also surprise, delight, and amaze their community. Those around us will see us showing loving and deliberate acts of kindness every day. Isn't this a picture of God's way for the family of Christ?

**Thought for the Day:** God empowers us to serve for the good of all.

**Prayer:** Dear God, fill us with zeal to be your people in everything we do. Help us to focus on serving you and serving those around us. Amen

**Prayer Focus:** AIRLINE EMPLOYEES





**SAFETY**  
*Vicki Gray*

**Record Setting Holiday Delivery for 2014**

The U.S. Postal Service exceeded its holiday delivery projections for 2014. The U.S. Postal Service had predicted that it would deliver between 450 and 470 million packages this holiday season. The actual number was approximately 524 million packages. That was an 18% increase in package volume over the 2013 holiday.

On Dec. 22 alone, the USPS delivered more than 28 million packages. This set the record for the most packages delivered on a single day in USPS history. The USPS also delivered more than 20 million packages on the five Sundays prior to Christmas. The USPS used Sunday delivery to keep the mail moving and offices clear.

Here is a quote from PMG Donahoe regarding the 2014 holiday mail delivery. "The dedication and resolve of our employees is commendable. They adapted and delivered heavier-than-ever volumes of packages. They worked extremely hard, many of them braving harsh weather. I'm honored by the commitment they demonstrated this holiday season."

This information was taken from a USPS press release from Jan 6, 2015.

I thought you would be interested in these holiday figures from the Post Office. Now onto safety.

**Safety Talk: Slips, Trips, and Falls**

Slips, trips, and falls can cause serious head injuries, bad sprains and bone fractures. They account for a large number of accidents every year at the Postal Service. As carriers we are more likely to have a slip or fall out on our route as opposed to in the office. You need to be aware of the major hazards that we come across as carriers. This will help you avoid getting hurt.

- Ice-especially ice covered by fresh snow
- Steps-painted slippery steps or loose steps
- Small items hidden in tall grass or covered by leave
- Slippery and uneven surfaces such as loose gravel or potholes

- Not paying attention to where you are walking
- Failure to wear appropriate footwear

To help prevent a slip or fall you should always wear the proper shoes. The best footwear has a deep, distinct tread or concentric circles. Avoid shoes with worn or smooth soles. This is your first defense against a fall.

When getting in and out of your vehicle, be aware of slippery and uneven surfaces. Many twisted ankles occur right at the door of our vehicles. Avoid walking on wet, slippery areas if possible.

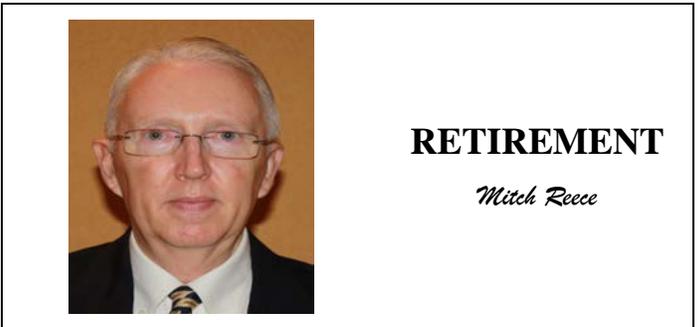
Watch where you are stepping. Avoid areas of patchy snow or ice when possible. Mud or wet leaves are also very slippery. Use handrails on steps if they are there. Withhold delivery if ice or snow covered steps and paths prevent safe access. Notify your supervisor in this situation.

Walk carefully on smooth and slippery surfaces if you must. Take shorter steps. This will keep the weight centered and keep the maximum amount of shoe surface on the walking surface. Point your toes slightly outward and keep your weight slightly forward. This will help you maintain balance.

Always watch where you are going. Don't try to scan a package as you are walking toward the door. Wait until you reach the door, then scan. Those few seconds are not worth a slip and a fall.

Ok, lastly, if you do lose your footing, try to relax. Easier said than done I know but tensing up your body is more likely to cause an injury. If you are holding onto something, drop it and do not try to break your fall. The impact of your falling body on your outstretched hand, elbow, or knee will oftentimes result in broken bones.

I hope everyone stays safe and injury free!



**RETIREMENT**

*Mitch Reece*

The topic of this issue's article is what you need to do if you are within one year of your retirement.

**Six Months Before Retirement:**

Resolve any debts to your employer

You should resolve any financial indebtedness to your agency. Examples of causes for indebtedness include:

- Outstanding travel advances,
- Overpayments of salary,
- Indebtedness for failure to return government property or for damage to government property, or
- Advanced leave.

### **Waiving Military Retired Pay:**

If you want to waive your military retired pay to receive credit for military service in the computation of your benefit, you should write the Retired Pay Operations Center at least 60 days before your planned retirement. Send your waiver to:

Defense Finance and Accounting Service  
U.S. Military Retirement Pay  
P.O. Box 7130  
London, KY 40742-7130

You can "fax" your request to 1 (888) 469-6559.

### **Suggested wording for your request is as follows:**

"I (full name and military serial number) hereby waive my military retired pay for Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) purposes effective (the day before your annuity begins).

I hereby authorize the U.S. Office of Personnel Management to withhold from my CSRS or FERS annuity any amount of military retired pay granted beyond the effective date of this waiver due to any delay in receiving or processing this request."

### **Maximum Benefit You Can Receive:**

The basic Civil Service Retirement System (CSRS) annuity cannot exceed 80 percent of your high-3 average salary, excluding your unused sick leave. Generally, you reach the 80 percent limitation when you have 41 years and 11 months of service, not including accumulated sick leave. Fewer years of service may result in a computation that produces the maximum benefit under special computation formulas such as for law enforcement personnel.

Your service beyond the years which provides the maximum benefit will not be used to compute your annuity. Instead, we will automatically refund the retirement contributions you made during those years. Interest is paid on this refund payment at the rate of three percent per year, compounded annually. You can use the refund to purchase

additional annuity, as if the contributions and interest are voluntary contributions.

However, if you have federal civilian employment periods when you did not contribute to either the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS), we automatically apply excess contributions toward any deposit due for these employment periods.

### **Eligibility for Medicare Coverage:**

You should contact the Social Security Administration ([external link](#)) at least three months before your 65th birthday to apply for benefits. The Social Security Administration will have records pertaining to your eligibility for Medicare coverage. If they do not, and you or your employer need to get a statement of your earnings for this purpose, you can write to:

General Services Administration  
National Personnel Records Center  
Civilian Personnel Records  
111 Winnebago Street  
St. Louis, Missouri 63118

You should provide the following information in your request:

- Your name, as shown on your payroll records;
- Date of birth;
- Social Security Number;
- Mailing address;
- Years for which earnings are needed;
- Name and location of employer for each year;
- Reason for request;
- Written signature; and,
- A statement that all other sources of information have been exhausted.

### **Two Months Before Retirement:**

Choose your exact retirement date:

If you have not already done so, you should choose your exact retirement date. Afterwards, your benefit can be estimated based on the exact date. The best place to obtain assistance is your agency's local personnel service center. They can provide personalized assistance and they have your employment records. They will provide you with information on when your benefit payments can begin based on your proposed retirement date. You will also find out how this date affects factors used to determine the amount of your retirement benefit, such as your length of service, high-3 average salary and the proration of cost-of-living adjustments.

## **Complete your retirement application:**

You should carefully read the information that is part of your retirement application, and complete and submit the forms. You do not need to submit a separate letter of resignation. A completed and signed retirement application is equivalent to a letter of resignation. If you are eligible for a retirement benefit, you should not resign, intending to submit a retirement application later. This is because if you die after separating but before filing the application no life insurance, no survivor benefit, and no survivor health insurance coverage would be available to your survivor(s). You should, however, complete all the other required "exit procedures." Read more about applying for retirement.

If you performed military service after 1956, check on military service deposit.

Your personnel office will verify with your payroll office that the deposit to give you credit in your annuity for military service you performed after 1956 has been paid, or that arrangements have been made for complete payment before you leave the agency's rolls.

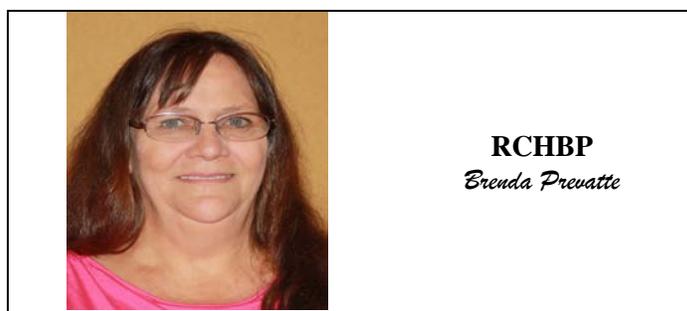
Request direct deposit of your annuity checks. Include your request to receive your payments by direct deposit on your retirement application. There is a specific section of the application for that information. If your employer sends us your retirement records electronically, via the Data Exchange Gateway (DEG), your account information for direct deposit will be sent to us automatically. Direct Deposit for those whose permanent address for receiving payments is outside the United States is currently limited to Canada, France, Germany, Ireland, Italy, Panama, Spain, and the UK. However, other retirees living outside the U.S. can arrange to have their payments electronically deposited in a U.S. bank.

## **Withdrawing Money from the Thrift Savings Plan:**

It may take up to eight weeks to process a withdrawal after all properly completed withdrawal forms and separation data have been received by the TSP Service Office. Further, the TSP Service Office cannot process a withdrawal election until they receive an Employee Data Record from your payroll office indicating that you have separated. An unpaid TSP loan may delay disbursement of the TSP account balance. Your employer will provide you with information about your withdrawal options and the option to keep your money in the TSP. If you choose not to withdraw your funds, in the event

of your death the TSP Service Office would pay the funds based on your written designation form on file. If you have not completed a designation form, payment would be made to your survivors as follows:

1. Widow or widower.
2. If none of the above, child or children and descendants of deceased children by representation.
3. If none of the above, retiree's parents or to the surviving parent.
4. If none of the above, the executor or administrator of the retiree's estate.
5. If none of the above, to any other of the retiree's next of kin who is entitled under the laws of the state in which the retiree resided at death.



Happy New Year!

Now that we have made our decision on our insurance the deadline has come and passed. The holidays are over so what is next? Do you really know what your insurance has to offer you? Regardless, if you stayed with the same company or changed companies, it will pay you to take the time to really check to see what is covered. I have talked to several people that have said, last year it didn't cover something. However, after checking my current policy it is now a covered item. I know some of us are gearing up for mail count, but in the next couple of months it will not hurt to check to see what your money is paying for.

So how do you find out what your insurance has to offer? I have checked with most of the companies and most offer some form of online services or at least a 1-800 number that you can call and ask questions.

If you have a computer at home or family/friends that will let you use their computer, get on line and go to the website for your insurance company. You will need your membership ID number. You will be asked to register and set up a password, so have pen and paper handy so you can write this down. Keep it up in a safe place so you will have it later. Once you have set up a logon ID

and password you are set, now you should be able to find services like some of these:

Find a Doctor/Hospital - Where you can put in your zip code and be able to find hospital that will take your insurance even if you are out of town.

Find a Provider - If your provider that you now have is not listed you may be able recommend him/her be added. Or if you don't have a provider, you can find one in your area.

Membership info - You may be able to view your ID card, request an ID card, notify of other insurance company. View your policy information to see if all the information is correct, what is accurate or what is not, date of birth, address, and effective date. There may be a document library that will help with such things as; claim forms, printing them off, explaining them, a glossary of your health coverage and medical terms, notice of privacy practices, summary of benefits and coverage.

Prescription Tool - If your plan covers prescription drugs, there may be a tool that you can use to estimate the drug cost, check on an order or the status or history of a drug. Remember if you kept the same plan it may be that something that wasn't covered last year just may be covered this year. It will never hurt to check to see if anything has changed.

Benefit - Some may show your deductible and out of pocket, your approved visits for services or specialties services that your insurance may cover, like home health, physical therapy that are different from other parts of your policy.

Claims - This could show you a list of all claims that you and a listed family member have had for up to the past 3yrs with that policy. You can also get claims help here, print off information that you may need right now.

Personal Health - Your company website could have something that could help you track your current medication, allergies, family history, hospital stays, lab work, blood pressure, blood sugar, BMI and cholesterol. You may be able to print your health records and many more useful tools about your health. They may even have a nurse hotline that will help you with our medical needs. Take advantage of these personal items that your health insurance offers for your wellness program.

Many times we don't think it is important when we were in the hospital last or had blood work last. Our family health history is important to

understanding our health. More and more we are finding it is a good thing to have this information. So if your insurance company offers these tools that you are paying for, why not use them. It just may save you, your child or grandchild's life.

#### Auto-Homeowners' Insurance Update

*Brenda Gibbs*

#### Facts to Know about Driving

- 1) Your risk of a car crash is four times more likely when using a hand held cell phone.
- 2) Airbags and seatbelts together reduce your risk of serious head injury by 85% compared with 60% when using seatbelts alone.
- 3) Daytime running lights reduce multiple-vehicle accidents according to most written reports.
- 4) Electronic Stability Control detects loss of steering control and will automatically apply brakes to the individual wheels.
- 5) The NHTSA has estimated that the ESC can potentially prevent 64% of car rollovers and 85% of SUV rollovers that would occur in single-vehicle crashes.
- 6) By adjusting your seat and headrest to fit you properly you can reduce whiplash potential.
- 7) Be sure to have a bottle of water, a cell phone and a first aid kit when on a long road trip.

These facts are provided by the Insurance Institute for Highway Safety and the National Highway Traffic Safety Administration.

#### **2015 State Convention**

**June 14-17, 2015**

Hilton Wilmington Riverside Hotel  
301 N Water St Wilmington, NC 28401  
910-763-5900; \$139 / night  
888-324-8170

#### **Important Information:**

All district business meetings for the purpose of election of district offices and state delegates must be no later than forty (40) days prior to the beginning of the state convention.

The last date to hold a district meeting would be May 5, 2015.



# NEW YEAR NEW GAME

Unless you crawled under a rock to bring in the New Year and have only just now crawled out, you know that we have had a changing of the guard in the U. S. Congress. The GOP now controls both houses of the Congress. Representative John Boehner (D-OH) was reelected as Speaker of the House while Senator Mitch McConnell (R-KY) was chosen as the Majority Leader in the Senate.

Representative Darrell Issa (R-CA) is no longer the chairman of the House Committee on Oversight and Government Reform. He term-limited out of that position and has been replaced by Representative Jason Chaffetz (R-UT). We can expect Chaffetz to continue on just as if Issa were still the man-in-charge.

With the new Congress, all bills that were still in the pipeline last year have to start over. That includes both the bills we favored as well as the bill we want to see go away.

As I write this in early January, we have one bill in the works that the NRLCA supports.

Rep. Sam Graves (R-MO) and Rep. Gerry Connolly (D-VA) have introduced H. Res 12 to the 114th Congress. The resolution is similar to one that was introduced last Congress that received 228 bipartisan co-sponsors. The resolution advocates for the continuation of six-day mail delivery and for the House of Representatives to take all appropriate measures to ensure that it is protected.

NRLCA President Jeanette Dwyer said the following regarding the resolution:

*"I applaud Representatives Connelly and Graves for introducing this important resolution once again. Their dedication to the Postal Service and its employees are second to none. Protecting six-day mail delivery should be a priority to this new Congress. Congress has a 30 year unblemished, bipartisan history of supporting six-day mail delivery and universal service, encompassing every presidency from President Reagan to President Obama. The introduction of this resolution only solidifies Congress' support for maintaining six-day mail delivery. Six-day mail delivery is an important communication and marketing tool utilized by*

*millions of citizens and mailers across the country. Millions of Americans depend on the Postal Service for the delivery of items such parcels, financial statements and prescription drugs. Businesses and their customers utilize the Postal Service as a marketing tool, delivering their parcels and for conducting financial transactions. Once again I thank both representatives for introducing H. Res 12."*

NRLCA members are encouraged to contact their members of Congress and ask them to support H. Res 12.

Please get busy; call, write or email your member of Congress and ask them to support House Resolution 12. This is a bipartisan resolution.

**We desperately need your financial support to keep our lobbyists working on Capitol Hill and --- if you have not called your member of Congress and both Senators to voice your support of six day delivery; WHY THE HECK NOT? The next election is less than two years away. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.**

NC Membership 4,668  
NC PAC Donors 119 (2.55%)  
Members missing 4,549 (97.45%)

2.55% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

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

# 2014-2015 PAC

## Donor List

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### PLATINUM Level (\$1500+)

### DIAMOND Level (\$1000+)

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Sue Ligon

Gary Miller

Nancy Odham

Mitch Reece

Mike Shue

Bethany Small

Clyde Sweezy

Linda Sweezy

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George Anderson

Diana Andrews

Bonnie Arsenault

Bill Bailey

Brenda Bateman

Bobbie Battle

Angela Bethea

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Alton Bryan

Cynthia Bunch

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Everine Drake

Vivian Earley

Kay Elswick

Jeff Essick

Ken Frazier

Thad Gaylord

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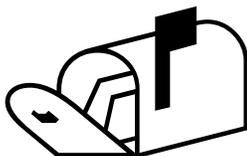
**SUPPORTER Level (\$5-49)**

**(continued)**

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Norbert Mildner  
Marlo Mobley  
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Reggie Neil  
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William Richardson  
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**SUSTAINING MEMBERS**

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**How Can I Contribute?**

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



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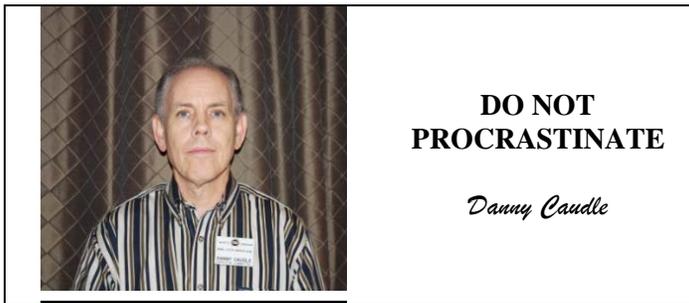
**Van Heath  
25722 US HWY 64  
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**Phone: 252-792-6614**

**Cell: 252-809-2144**

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

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Subject line should read "PAC"**



I would like to extend my wishes for a Happy New Year to each North Carolina Rural Carrier and their families.

With the beginning of the New Year, each of us has hopes and dreams that we would like to see happen in 2015. Personal goals have been set. Some want to begin a systematic way to deal with health problems and bad habits. There are those who have purposed to spend more time with their family. Others have decided to tackle the spiritual deficiencies that plagued them in 2014. Many just want to get through 2015 without anything majorly bad happening in their lives.

I would like to add one more item to the list of things to accomplish in 2015: Attending the NCRLCA State Convention. The convention will be held this year at The Hilton Wilmington Riverside Hotel. This is a fabulous place to hold a convention and stay for a vacation. If you have never been to a state convention, nor have never spent much time in Wilmington, then let me urge you to make your reservations now.

Ask yourself this question, “Why should I use my precious annual leave to attend meetings from 8:30 AM until 5:00 PM for three days?” That is a very valid question! Consider the reasons below:

- 1) The days of depending upon Management to know the rules governing our craft are over. Management has too many other things demanding their time. They don’t have time to be worried about mail counts or the matrix. They now have to listen in on telecoms and do a ton of paperwork. Therefore, Rural Carriers must educate themselves. If we know the Contract and the PO-603, then we will not be held captive by the whims of management. Ignorance is “not” bliss!
- 2) The fellowship with other carriers, who are experiencing the same problems, has a strengthening effect. The Bible tells us that “iron sharpens iron.”
- 3) The change in power in Washington compels us to get involved. It matters not what political party we affiliate with, but it does matter that

Rural Carriers inform politicians where we stand. This means we have to educate them. Most Congressmen and Senators do not know the challenges facing the Post Office and our craft. So, to educate them, we have to be knowledgeable about postal issues.

- 4) And, because we need you. There is power in numbers. What would the District Managers think if they walked into a convention hall and saw a crowd of three hundred instead of one hundred and fifty? I can guarantee you that they would be shocked.

The list above will be expanded in future issues of the state paper.

Now let us consider other reasons to attend the NCRLCA Convention in Wilmington.

This is the perfect opportunity to mix business and pleasure. Bring the family and let them explore this beautiful area of the state. The Hilton is located at 301 N Water Street, on the banks of the Cape Fear River.

Across the river from the hotel is the USS North Carolina, at its permanent docking station. Within walking distance of The Hilton are dozens of eateries with any kind of food for which you might have a “hankering”. The Cotton Exchange is not even a block removed from the hotel. Here one could spend hours browsing and shopping. And, don’t forget the North Carolina beaches where the kids (and adults) can have fun.

There is so much to do in Wilmington. Please don’t miss this opportunity to help our Association and to have fun also.

See You in Wilmington!

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### **RECRUIT A FRIEND TODAY (RAFT) UPDATE**

Thus far, the payout from Phase I of the RAFT program is \$121,725 for recruitment of 5,632 new members. While the final numbers are still pending, overall, the program was a tremendous success.

Initial figures from RAFT Phase II show 2,378 new members (943 regular carriers and 2,335 relief carriers) for a potential payout of \$37,125, thus far.

Reminder: RAFT Phase I ended June 30, 2014. Phase II began September 1, 2014 and will continue through June 30, 2015. Under the Phase II program, the incentive payment for relief carrier recruitments reduced from \$25 to \$15. The payment for regular rural carriers continues to be \$50.

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### Mid-Carolinas

#### Assistant District Representative

*Tracy Davidson*

#### Bless their hearts

In the past few months, rural carriers have come under several attacks. You have to be out by X time no excuses, you have to be back and off the street by X time. You have to deliver X times the amount of packages as you did last year and be back at the same time as you were last year, do not miss not one scan, no not one in the hundreds of extras that you are doing. Then comes the zinger, BE SAFE AND NO ACCIDENTS. As mail count comes, we are told that we get actual time for safety service (5 minutes) but be safe. City carriers get five minutes a day for plan five (safety) we get five minutes a week, but be safe. It's almost like "Bless Your Heart" (a southern term when you've said

something bad about someone but do not want to sound offensive).

The bottom line however, is, we have to care about safety. We have paychecks, family, cars, and least of all, ourselves to watch out and care for. Whether the Post Office takes safety serious or not, we do.

Fellow carriers, we have to make sure we are giving extra clearance when turning or going around stationary objects. We have to watch for low hanging objects, A.K.A. tree limbs, basketball nets, etc. We have to look out for walkers and bikers going the wrong way. We have to check that blind curve as many times as it takes. We have to decide that a car is always moving faster than we thought. We have to know that no one is paying attention to us when we are pulling back into traffic. We have to prevent ourselves from getting over comfortable in that area where there is never a car. We have to make sure that we are wearing our seatbelts in a proper manner.

One of the biggest things we have to do is watch our backing. We should limit backing to almost never. If you are backing you will be at fault. Woody Hayes of Ohio once said “only three things can happen when you pass the football, and two are bad”. The same rule applies for backing. **BAD THINGS WILL HAPPEN.**

While pressures get worse, we have to understand that it is our job to do the right thing. Do not allow pressures to keep you from doing your job right and safely. If it takes five or ten minutes to do the job safely, then take the five or ten minutes.

It is our job to take care of ourselves and come back home to our families and friends every day.

<p><b>Greensboro</b> <b>District Representative</b> <i>Frank Suttles</i></p>
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**Greensboro District News**

Well, Christmas has come and gone and the New Year has started. In 2015 I'm sure the rural carrier will see more changes coming. From now on, our jobs will consist of more parcels and less mail. Let's face it, our future is parcels. We've got to deliver the parcels, along with the service that is required to keep parcel delivery. The supplier and the customer want to know when the parcel is shipped, when it's in transit and when it's delivered. The only way that this can happen is when it is scanned at every step. Customers want to know when to expect that delivery. In the past couple of weeks I have been outside of different post offices and observed rural carriers scanning each parcel as they load it into their vehicle. If the postal office and rural delivery is to continue this must stop. We must scan these parcels as we deliver them. The way that we carry our routes is going to change. I recently read an article in one of the postal magazines about how the USPS was planning to allot \$10 billion over the next four years to revamp our delivery vehicles. We don't yet know what kind of vehicle or who's going to manufacture it.

By the time you get this, we will probably be in the February mail count. Hopefully, if you opted out, management has also opted out and you're not involved. For those of you that are counting I hope that all goes well and your route goes to a bigger

and better evaluation. Personally, I'm hoping that the engineered time study will one day soon take the place of all mail counts and that the USPS will be able to evaluate all routes by the amount of mail that each route has.

**Hot Topics**

**A. Grievances and PS Form 8191**

A reminder to all rural carriers, it is your responsibility to initiate a grievance. To initiate a grievance you need to have a discussion with your supervisor/postmaster to discuss the issue. If during this discussion you do not come to an agreement, you should get a PS form 8191 from either management, a local steward, or you can go online and get one. Some managers will say they don't have it. This is a postal form. Do not start an argument about getting the form. From the date of the incident you have 14 days in which to grieve the issue. You must take the PS Form 8191 and fill out numbers 1-4. These must be filled out completely and accurately. Number 1 is about you. We need all of that information. Number 2 is about the office that you work in. Number 3a is the date of incident, 3b is where you date and initial that you had the discussion, 3c is where you answer yes, that you had this discussion within 14 days of the incident. Now number 4, this is where, in the form of a question, you state what the issue is. In number 4, we do not want a letter written. We want (Ex. Is there just cause for Letter of Warning received on DATE ? , Did management violate the National Agreement by \_\_\_\_\_? (fill in the blanks, but no letters here, do that in your statement, and in the statement please use the front of page only)

If there is a local steward in your office, then this grievance form needs to go to them. You do not leave this form with your supervisor/postmaster. If there is not a local steward then you need to send it to the steward to which your office is assigned, along with your statement about the incident. At this point, the grievance becomes the property of the Union. Every step in the grievance procedure is on a time standard. If these standards are not met the likelihood of any success is not good. It's amazing the way some of these forms look when received by the stewards. Please fill out lines 1-4 completely.

## **B. DISCIPLINE**

All discipline needs to be grieved. We are having way too much discipline issued because carriers are not following proper procedure in parking their vehicle. We should all know by now what **HAS** to be done every time you get out of the driver's seat.

1. Wheels curbed
2. Vehicle in park
3. Emergency brake set
4. Keys in pocket
5. Vehicle locked, if out of sight, even for a second.

Many carriers are losing pay and some are losing their JOBS due to being out of work for not following these simple directions. Don't take the chance. District safety people are out in the field every day. If you are observed violating any of the above procedures you can expect discipline up to and including REMOVAL.

## **C. Working off the Clock and Lunch Breaks**

No carrier (regular or RCA) should work off the clock, period. Any carrier working off the clock only benefits management. When you work off the clock you hurt yourself and every other rural carrier.

Question: If I report to work earlier than my scheduled reporting time on the PS Form 4240 (timesheet) and then during the day I only take 15 minutes of lunch break to compensate for the early reporting time, is that proper?

Answer: NO. All entries on the PS Form 4240 must be made in ink as they occur. NO CARRIER, RELIEF OR REGULAR, SHOULD EVER BEGIN WORK BEFORE THEIR SCHEDULED REPORTING TIME, unless management authorizes them to do so. Management may allow you to report earlier, but the actual time must be recorded on the PS Form 4240.

Question: Do rural carriers receive two ten minute breaks each day that are not recorded on the PS Form 4240?

Answer: NO. Rural Carriers must record any breaks in the lunch column on the PS Form 4240. Total time for lunch and any breaks must not exceed 30 minutes per day.

## **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.

RSC R (NRLCA)

**TABLE ONE**  
**Rural Carrier Evaluated Schedule**  
**Full-Time Basic Annual Rates**  
**Effective November 15, 2014**

Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	13,111	14,192	14,575	15,380	15,508	15,623	15,746	15,866	15,991	16,110	16,230	16,353	16,473	16,596	16,715
13	14,204	15,382	15,796	16,667	16,802	16,931	17,060	17,191	17,321	17,451	17,587	17,717	17,849	17,977	18,106
14	15,295	16,560	17,011	17,947	18,092	18,230	18,368	18,510	18,656	18,794	18,938	19,079	19,221	19,360	19,505
15	16,393	17,742	18,229	19,230	19,382	19,535	19,683	19,839	19,986	20,139	20,285	20,439	20,593	20,744	20,897
16	17,479	18,924	19,439	20,506	20,672	20,835	20,995	21,157	21,319	21,478	21,644	21,807	21,964	22,126	22,285
17	18,574	20,108	20,654	21,793	21,966	22,140	22,307	22,483	22,651	22,819	22,991	23,162	23,339	23,510	23,680
18	19,669	21,294	21,872	23,077	23,260	23,442	23,623	23,804	23,987	24,166	24,349	24,534	24,715	24,903	25,079
19	20,758	22,474	23,085	24,356	24,553	24,742	24,931	25,124	25,315	25,507	25,700	25,893	26,084	26,275	26,465
20	21,861	23,664	24,307	25,649	25,852	26,056	26,253	26,456	26,661	26,860	27,064	27,267	27,466	27,668	27,878
21	22,945	24,835	25,513	26,922	27,131	27,346	27,555	27,770	27,981	28,191	28,403	28,610	28,829	29,039	29,251
22	24,033	26,016	26,729	28,206	28,423	28,647	28,862	29,086	29,309	29,532	29,753	29,969	30,192	30,411	30,638
23	25,129	27,202	27,944	29,485	29,718	29,947	30,178	30,410	30,644	30,879	31,111	31,341	31,573	31,804	32,037
24	26,222	28,380	29,156	30,769	31,009	31,250	31,486	31,729	31,974	32,213	32,452	32,694	32,939	33,184	33,427
25	27,313	29,572	30,375	32,050	32,305	32,559	32,807	33,059	33,313	33,562	33,819	34,068	34,323	34,574	34,825
26	28,407	30,750	31,589	33,336	33,592	33,860	34,117	34,380	34,641	34,903	35,164	35,423	35,687	35,952	36,212
27	29,499	31,928	32,800	34,611	34,882	35,157	35,425	35,702	35,974	36,247	36,515	36,786	37,063	37,337	37,609
28	30,593	33,114	34,018	35,896	36,174	36,462	36,738	37,021	37,305	37,582	37,869	38,148	38,432	38,715	38,999
29	31,684	34,296	35,228	37,173	37,468	37,762	38,050	38,342	38,635	38,929	39,226	39,512	39,808	40,098	40,390
30	32,781	35,486	36,454	38,467	38,768	39,074	39,367	39,669	39,977	40,274	40,580	40,881	41,182	41,490	41,789
31	33,868	36,663	37,662	39,740	40,057	40,368	40,677	40,989	41,302	41,613	41,930	42,243	42,559	42,876	43,183
32	34,962	37,846	38,875	41,023	41,348	41,670	41,986	42,311	42,634	42,953	43,277	43,597	43,919	44,249	44,571
33	36,053	39,030	40,095	42,302	42,637	42,971	43,299	43,635	43,969	44,298	44,636	44,966	45,301	45,637	45,971
34	37,145	40,209	41,305	43,584	43,930	44,270	44,608	44,949	45,295	45,640	45,981	46,321	46,666	47,008	47,354
35	38,240	41,396	42,526	44,866	45,226	45,578	45,927	46,282	46,636	46,988	47,343	47,693	48,052	48,404	48,754
36	39,330	42,570	43,738	46,146	46,508	46,877	47,232	47,595	47,963	48,319	48,686	49,049	49,411	49,776	50,139
37	40,424	43,758	44,950	47,429	47,810	48,179	48,550	48,924	49,299	49,671	50,044	50,419	50,797	51,171	51,539
38	41,519	44,940	46,165	48,715	49,100	49,483	49,861	50,244	50,629	51,012	51,395	51,774	52,161	52,548	52,927
39	42,611	46,128	47,387	49,995	50,394	50,788	51,178	51,574	51,969	52,359	52,753	53,147	53,543	53,935	54,330
<b>40</b>	<b>43,701</b>	<b>47,303</b>	<b>48,594</b>	<b>51,275</b>	<b>51,681</b>	<b>52,085</b>	<b>52,481</b>	<b>52,887</b>	<b>53,292</b>	<b>53,691</b>	<b>54,098</b>	<b>54,499</b>	<b>54,903</b>	<b>55,310</b>	<b>55,714</b>
41	45,335	49,078	50,413	53,198	53,619	54,038	54,452	54,868	55,289	55,705	56,130	56,546	56,964	57,382	57,802
42	46,981	50,855	52,241	55,124	55,554	55,995	56,417	56,855	57,289	57,717	58,154	58,582	59,019	59,453	59,890
43	48,615	52,623	54,056	57,045	57,493	57,947	58,386	58,834	59,287	59,730	60,185	60,627	61,080	61,531	61,978
44	50,259	54,405	55,890	58,973	59,434	59,904	60,359	60,826	61,293	61,749	62,217	62,680	63,144	63,616	64,077
45	51,894	56,175	57,708	60,892	61,373	61,853	62,327	62,807	63,288	63,763	64,247	64,724	65,206	65,689	66,161
46	53,536	57,950	59,529	62,812	63,306	63,805	64,289	64,789	65,286	65,775	66,269	66,759	67,257	67,749	68,245
47	55,174	59,719	61,354	64,737	65,247	65,761	66,260	66,768	67,284	67,790	68,304	68,808	69,319	69,831	70,339
48	56,812	61,496	63,169	66,655	67,189	67,709	68,227	68,752	69,284	69,801	70,328	70,854	71,377	71,905	72,427
Part-Time Flexible Employees - Hourly Basic Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	21.85	23.65	24.30	25.64	25.84	26.04	26.24	26.44	26.65	26.85	27.05	27.25	27.45	27.66	27.86
Step Increase Waiting Periods															
Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12	
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24	

**FIGHT FOR 6-DAY DELIVERY!**

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

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Washington, DC 20515 (202) 225-3032

**NOTE:** You may reach any of your legislators by calling the Capital Switchboard at (866) 220-0044 and ask for your Congressional Representative by name. You may also use the toll-free hotline at (877) 217-8234

**NORTH CAROLINA AUXILIARY  
OFFICERS**

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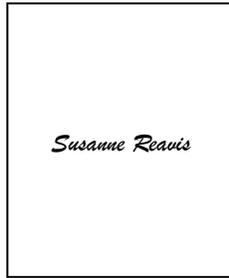
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**VICE PRESIDENT**  
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Camden, NC 27921-7668

**SECRETARY/TREASURER**  
**BLAYNE COPELAND**  
106 Dogwood Lane  
Camden, NC 27921-7668



**Auxiliary News**

Hello All NCRLCA members and Auxiliary members,

As I sit here at home thinking about writing this article for the newspaper, I can't help but think about the enormous task before us, raising money for Alzheimer's research. This horrible disease has touched every one of us at some time or it will! There is a commercial on TV that shows a lady hunting her keys and her husband finds them in the refrigerator. He tells her he's sorry. Putting things in strange places and then forgetting where you put them is a symptom.

I stop and think about my mother-in-law. She changed so much that she didn't know any of us by the end of her life. She forgot the basic things like feeding herself and even swallowing.

It's amazing the changes a person goes through. The gentleman that married Jimmie & I had to go through this with his wife. She gradually pulled away from everyone and was in a nursing home for several years without saying a word and didn't know him, but yet he visited every day of her life.

A friend of ours had Alzheimer's in the last years of her life. They take on a different personality. She would say things that would shock you to no end! Never would she have used those words any other time.

Stop and think about your friends and relatives that you know who has this or has gone through this awful disease. Let's help put a stop to it by giving to President Broome's National Humanitarian project to help fund Alzheimer's Research.

Hope to see you all at the State convention in Wilmington in June. Please make plans to attend and bring your children! They will enjoy the Junior meetings and fun times planned for them.

As the association begins to have your spring meetings, I would kindly request that you remember our Juniors and give a small amount to their activities at the convention. Transportation, food and any tickets required is provided for their outing on Tuesday. Any monetary help would be appreciated.

Susanne Reavis  
NCRLCA Auxiliary President



## NCRLCA Dues for 2014-2015

- [ ] Regular...Cash.....\$611.00
- [ ] 1187...Bi-Weekly.....\$23.50
- [ ] Retired.....Cash.....\$109.00
- [ ] 1187R...Monthly.....\$9.08
- [ ] 73, RCA, RCR.....Cash.....\$208.00
- [ ] 1187.....Bi-Weekly.....\$8.00

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership form should be mailed to Derek Harpe, 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.

### February 2015

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7 <small>PP-05</small>
8	9	10	11	12	13 <small>Pay Day</small>	14
15	16	17	18	19	20 <small>PP-06</small>	21
22	23	24	25	26	27 <small>Pay Day</small>	28

### March 2015

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

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