



NORTH CAROLINA



RURAL CARRIER

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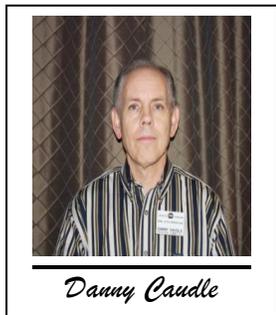
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Danny Caudle

President's Message

Striving for excellence

The first half of 2015 has sailed past us at a rate that boggles the brain. Our NCRLCA State Convention for this year is behind us and plans for the 2016 and 2017 are being discussed. In a little more than a month the delegates from North Carolina will be in Reno, Nevada for the NRLCA Convention. One thing is certain, "time slows for no one." Because of this fact, I have an outline of some goals for us to strive to obtain for our 2015/2016 year.

➤ **Recruitment and Retention.** North Carolina has done well considering the impact of DPS, FSS and mail counts when mail is light. There have been route consolidations which resulted in the growth of the number of rural routes to be impacted. After a few years of declining membership, we now can see that it is turning around. I would ask each of you to determine to recruit members for our Association. We desire a stronger voice and each one of us can make a difference.

➤ **Education.** I am convinced, after 30 years with The Postal Service, that ignorance is the Rural Carriers greatest enemy. And this should never be. There are district meetings and state meetings where each member is welcome to come, listen and learn. Each of these meetings has State Officers and District Stewards who are there to inform and answer questions. We have Regional Meetings, such as the South Atlantic Conference, where members can have one on one contact with a National Officer. Each member is allowed to attend the National Convention either as a delegate or a non-delegate. We also have at our disposal, the National Magazine, the State Magazine and a great web site. All of this is available but there must be some effort to get the information. It will cost us time and in some cases, it will cost us money. How much are you willing to pay for knowledge? Begin by attending your local district meetings. It will take some of your time, and you may miss an episode of your favorite TV show, but it will be worth it.

➤ **Donations.** I hope each of us understands the extreme importance of our donations to PAC. The more we give the easier it is to talk to our Representatives in Washington. I want to put the call out to all those who give each year to this most vital necessity. Would you please ask those in your office who do not donate to the PAC Fund to give a little. What if we could convince 100 new carriers, who have never given to PAC, to give a one-time donation of \$10? And I believe we can do better than that. Make Van Heath a happy man and encourage others to give.

The days of mediocrity should be behind us. If we will work at all of this together, we can make North Carolina stand out as an example for other states to follow. Recruit. Learn. Donate.

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Albemarle	2	Alamance	1	Ashe	6
Brushy Mountain	3	Roanoke Chowan	7	Catawba/Lincoln	15
Peach Belt	5	Smokey Mountain	11	Guilford County	30
Caswell County	14	Tri-County	25	McDowell/Mt Mitchell	36
Cumberland/Hoke	20	Cleveland/Gaston	29	Roanoke	44
Five County	28	French Broad	31	Rutherford/Polk	47
Tar River	51	Tidewater	52	Piedmont	50

Executive Committee

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Alleghany County	4	Burke/Caldwell	9	Sea Level	23
Southeastern	8	Foothills	10	Wake County	24
Central Carolina	16	Durham County	12	Yadkin River	26
Orange County	39	Johnston County	34	Harnett	32
Person	41	Randolph County	42	Mecklenburg	38
Rockingham	46	Union County	54	Wayne County	56
		Watauga/Avery	57		

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**MAIL NEWS ITEMS BY 10TH OF MONTH
AND ADDRESS CHANGES
TO:
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Phone 910-745-8815**

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

William Terrelle Blake, age 87, of Linden, NC and formerly of Robeson County, NC, passed away at his residence on Saturday, September 20, 2014. He was born in Robeson County, on December 26, 1926 to the late Benjamin Terrelle and Pearl Mae Prevatte Blake. He was a veteran of the United States Army and Air Force and then worked as a rural letter carrier for the United States Post Office.

Along with his parents he was preceded in death by his wife, Johanna Engel Blake.

Mr. Blake is survived by a daughter, Lisa M. Stewart; a sister, Marie Sinclair; three grandchildren, Bobby J. Stewart, Laura E. Stewart, and Morgan C. Stewart; and one great-grandchild, Mia Stewart.

Mrs. Agnes Clark Brinn, age 70, a resident of Belhaven, NC went to be with the Lord on Monday evening, June 1, 2015.

Mrs. Brinn was born in Hyde County on June 8, 1944, daughter of the late Cleveland Thomas Clark and Katie Sawyer Clark. On June 12, 1961, she married David Warren Brinn, Sr. who survives. She was a rural letter carrier with the postal service and a member of Free Union Free Will Baptist Church. Mrs. Brinn loved spending time with her family. She enjoyed fishing, crabbing, hunting, gardening, camping, boating and her pets. Mrs. Brinn loved the Christmas season and decorating for the holidays.

In addition to her husband, David Warren Brinn, Sr., she is survived by her three sons: David Warren Brinn, Jr., Cleveland Anthony "Tony" Brinn, and Brice Leon Brinn; her sister: Judy Clark Baggett, 13 grandchildren: Kelly Pinkham, David N. Brinn, Bobby Brinn, Sarah Bennett, Danielle Byrum, Anthony Swindell, Christie Potter, Marion Swindell, Miranda Sutton, Marc Brinn, Mercedes Brinn, Morgaine Brinn and Damien Sutton and 14 great grandchildren.

Theodore McKinley "Teddy" Rector, 86, July 9, 2015. After graduating from Catawba College, he honorably served his country with the U.S. Marines, during the Korean War. A lifelong member of St. Mark's Lutheran Church in Salisbury, Mr. Rector retired after 37 years of loyal service as a rural letter carrier with the US Postal Service, later working seven years for Food Lion. He had also been a volunteer with Locke Fire Department. In addition to his parents, he was preceded in death by his daughter. Survivors include his wife of 64 years, Esther Mae "Dolly" Morris Rector; his son David Rector; brothers Bobby Rector and Jimmy Rector;

his sister Gracie Rector, his three grandchildren and a great-grandson.

Lynwood Shelton passed away on June 10, 2015. Lynwood was a retired rural letter carrier and a resident of Sandy Ridge, North Carolina at the time of his passing. He is survived by his wife Trudie.

Chaplain's Message Doug Byrum, Chaplain

"The World is Waiting"

Read Philippians 1:3-11

Paul wrote, *"I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ."*

Philippians 1:6 (NRSV)

Catherine Booth was the wife of General William Booth, founder of the Salvation Army. Reportedly, in the course of rearing her large family, Catherine would often tell her children: "Now remember, you are not here in this world for yourselves. You have been sent --- for God and others. The world is waiting for you." Consequently, they grew up with a very clear picture of their Christian calling and took an active part in Christian ministry.

God has a specific purpose for each of us as we follow in the footsteps of Jesus, who declared that he came not to be served but to serve. Christ Jesus is our perfect example ---giving himself in obedience to God for the sake of others, both in his life and in his death. The Apostle Paul's prayer was that the Christians of ancient Philippi would continue increasing in love, knowledge and insight as they passed on the good news of Christ. Paul was confident that their obedience to the Lord's call would bring a rich harvest.

God has entrusted us with the role of passing on the gospel to a waiting world in our day. What a privilege and responsibility!

Thought for the Day: How are you answering God's call in your life?

Prayer: Dear Lord, empower us to show the waiting world your mercy and forgiveness. Amen.

Prayer Focus: WHOMEVER GOD MAY BRING ACROSS OUR PATH TODAY

Thank you to all rural carriers and Auxiliary members for all the cards and calls during Linda's sickness.

Please keep us in your prayers.

Doug and Linda Byrum

SAFETY

Lynn Shae

Summer time has arrived and not only do we have high temperatures in North Carolina, but we get the high humidity as well.

Our bodies use a lot more fluids and energy during these months. We all need to make sure breaks are being taken when needed and we are drinking enough fluids throughout the day. Make sure you are taking plenty of water and fluids on the mail route with you each and every day.

In North Carolina, summers do not only consist of high temperatures and humidity, but also thunderstorms. At times these storms can make it very difficult to see and drive. Being careful in downpours is very important. There is nothing wrong with finding a safe place to pull over until the rain has eased up or passed over. Getting our jobs done safely is the main priority.

RCHBP

Audrey Solomon

Skin Cancer

Hi my name is Audrey Solomon and I am your new executive committeeman. I am a Rural Carrier in Clayton, NC. I have been selected to speak with you about health issues and the Rural Carrier Health Benefit Plan.

Skin cancer and how to possibly prevent or signs to watch for early detection. Anyone can get skin cancer and being that our job is outdoor we are at greater risk.

The number one cause of skin cancer is ultraviolet (UV) radiation from the sun. Exposure in winter months has the same risks as in the summertime; therefore, protect your skin year round. Protect your skin with sunscreen SPF 15 and higher, applying 30 minutes before exposure and ever few hours during your time in the sun. You

can also help by wearing a hat and UV protected sunglasses.

Early detection is the key, by watching new skin growth or moles for changes in color, shape or size. Melanoma, which is the most serious, grows anywhere on the body. Watch for changes over a period of time and follow the ABCDE rule:

- A. is for asymmetry -- one half of mole or skin growth doesn't match the other half
- B. is for border irregularity -- the edges are ragged, notched or blurred
- C. is for color -- color is not the same throughout the mole or growth
- D. is diameter -- mole or growth is larger than a pencil eraser
- E. is for evolution -- there is a change in the size, shape, symptoms (i.e. itching or tenderness), surface (bleeding), or color of mole or growth

I mentioned the most serious form first, but there are two more forms known as basal cell and squamous cell. These non-melanomas make up about 95% of all skin cancer and they are curable if treated early. Again early detection is the key.

Auto-Homeowners' Insurance Update

Brenda Gibbs

The rural carrier auto and homeowners insurance booth was a huge success at the state convention. Linda Foran came down to spend some time with us and we logged more quotes during the convention than we did in all of 2014. Give yourselves a hand!

Continue being safe as you travel this summer and don't forget those key things, like proper tire pressure and checking your fluid levels. Make sure you have good wipers and clean windows. These are critical to your safety while on the road.

Our rural carrier auto and homeowners contest is still going strong so don't forget to call 1-888-325-7727 and give code R-44, then call me and leave your name and phone number to be entered in the contest.

Contest winners:

March-Clarence Rogers-\$50-New Policy

April- no winner

May- Nancy Odham-\$50-New Policy

June- Celeste Britt- \$25-Received a Quote

RETIREMENT

Brenda Gibbs

Thank you for electing me to the position of executive committeeman. I greatly appreciate your confidence and support and am looking forward to the next two years serving you.

My focus will be on retirement. I will be continuing where Mitch left off. The source of this information is the OPM.gov website under the retirement section. They provide a wide range of information on retirement.

How long does it take to process my retirement application?

As of February 2012, the average processing time from the date your final paperwork is received from human resources and payroll offices is 5 months. Currently the pending claims workload shows 47 percent are less than 2 months old and 25 percent are older than 6 months. If additional information is needed from you or your former employing agency, the claim process will take longer. Additional time will also be needed if you have to make a benefit election, such as a decision to make a service credit deposit, or when an external agency must be contacted, such as SSA for an offset calculation.

How do I know if I can retire on the date I picked?

By checking with your local personnel service center to verify that you have enough service and meet the age requirements for retirement eligibility. They have your employment records so they will be able to provide personalized assistance. They will also talk with you about the date your annuity payments can start based on the retirement date you pick.

When and how can I change my health benefits enrollment?

There are many reasons to change your health benefits enrollment. If you are changing your coverage because of one of the reasons listed below,

the change can be made with a simple telephone call. When you call you must have your claim number and social security number, along with the enrollment number and name for your new plan. Changes that can be made by phone include:

- You are changing to self-only coverage from family coverage;
- You are changing plans because you have moved out of the service area of your Health Maintenance Organization (HMO);
- You turned 65 and are changing to a lower cost plan option because you are eligible for Medicare;
- You are changing your enrollment during the annual Health Benefits Open Season, which usually runs from mid-November to early December; or
- You are changing to family coverage because you marry, or have or adopt a child. (This option is not available to survivors.)

You should contact OPM up to 31 days before and 60 days after the date of the event. You may change the plan in which you are enrolled or you may change from high to low option coverage during the annual Open Season for electing coverage.

If you need assistance with your health benefits enrollment, changing your enrollment or if you need to speak with a Customer Service Specialist call 1 (888) 767-6738.

Or, you may visit the website at <http://www.opm.gov/insure/health/index.asp> to obtain information about health insurance benefits online. If you are eligible for TRICARE or TRICARE-For-Life benefits, you may suspend your FEHB coverage and premium payments. You can reenroll in the FEHB Program during Open Season, or immediately if you have been involuntarily disenrolled from the TRICARE program.

SIX DAY IS THE RIGHT WAY!!

**REMEMBER TO SUPPORT PAC TO
PROTECT YOUR JOB!**



Successful Convention

It's now mid-July as I write this, the State Convention is behind us by several weeks. The National Convention is still nearly a month away and the official end of the PAC year was July 15th.

North Carolina came through for our PAC again this year. We had a good convention and a great barbecue dinner and auction on the last night. Just before the auction we held the drawing for our PAC Raffle. For the first time that I remember only one of the winners was actually present. The winners were:

\$250	Bobbie Battle	Rocky Mount
\$150	Sallie Corriher	China Grove
\$100	Ken Frazier	Eden

I thank everyone for supporting our PAC this year and hope that even more of our members will step up in the coming PAC year and help with support.

On Tuesday evening we held the dinner and auction at the Coastline Convention Center on the banks of the Cape Fear River. The dinner was catered by Southern Smoke Barbecue of Garland NC and desserts were provided by our very own Debbie Neal of Whiteville. I enjoyed the dinner and I heard nothing but compliments on everything. There was food leftover so there was no excuse for anyone going away hungry.

As always there are a lot of friends that need to acknowledge for their help in making the auction a great success.

As always, our auctioneer extraordinaire was retired carrier Lonnie Thigpen. Kelly Futch recorded the bids this year so we could keep us with what was going on. Our regular Vannas were back this year to show all of the items so that everyone knew what they were bidding on. They were; of course, Harold Norris and Donald Ayscue.

Our regular cashiers were back at the money table, Kay Carter and Lynn Adams.

To help receive and receipt all of the items donated for the auction were Brenda Gibbs, Gail Naillon, Angie Jones and Mary Mangum.

Again, thank you to everyone that worked to make our auction a success and thank you to all donors, bidders, winners and to everyone else that attended.

At the end of the night we raised \$1712 at dinner and \$11,000 at the auction. Overall the convention raised \$14,000. That brings our total for the year to over \$37,000. I will not have the exact total until after the National Convention. At the end of June we were 7th place nationally. I will learn our year-end placement at National and will report after returning.

Senate Democrats seek to protect rural postal delivery

On Thursday, July 9th, U.S. Senator Heidi Heitkamp introduced legislation to improve rural mail service and delivery, increase protections for rural post offices, and make sure postal employees are treated fairly in North Dakota and across the country.

Building on what she has heard from individuals from across North Dakota, including through her Fix My Mail initiative, Heitkamp – a member of the Senate committee overseeing the Postal Service – introduced legislation to specifically address the postal concerns and challenges in rural America. Since launching her grassroots [Fix My Mail initiative](#) in January 2014, Heitkamp has received stories from more than 200 North Dakotans about issues they have encountered with delayed mail delivery and poor service from the U.S. Postal Service, and she has led efforts to make sure the Postal Service better works for all rural communities. Earlier this year, she brought together the first bipartisan meeting of Senators from rural states to speak with the U.S. Postmaster General.

A vocal advocate for rural America, Heitkamp's bill would make sure rural states and communities are no longer disproportionately impacted by cuts to mail service. Over the past few years, communities in rural America, including North Dakota, have faced excessive closures of post offices and mail processing facilities, which is increasing delivery times, reducing service standards, and hurting the Postal Service workforce.

In the Dakotas, only about [65 percent](#) of non-local mail arrived on time within three to five days last quarter, which is about 30 percent below the Postal Service's own annual goal. And from 2001 to 2013, [nearly 400 post offices closed](#) across the country, hurting mail service, particularly in rural communities.

"Mail is a critical lifeline in rural America, and all North Dakotans deserve access to high-quality mail delivery and service, regardless of where they live. But in too many places in North Dakota and rural America, that has not been happening," said Heitkamp. "Through my Fix My Mail initiative, I've heard from folks from across our state that they aren't receiving their mail and prescription drugs on time, or their local post office has had its operating hours significantly reduced. That can't be the way the Postal Service operates. My commonsense bill aims to address the needs of rural families and postal employees, and will make an honest difference in rural communities across North Dakota. This isn't the final step to fixing all the problems with the Postal Service, but any effort to do so needs to include these kinds of protections and support for rural America, and I'll keep

building support so we can meet the postal needs of all Americans.”

Heitkamp’s legislation would tackle rural postal concerns and make meaningful changes to better protect rural communities by:

- ☞ **Improving Mail Service Standards** – The bill would make sure mail reaches its destination faster by restoring stronger service standards, and place a two-year moratorium on the closure of additional mail processing plants.
- ☞ **Meeting the Needs of Rural Postal Customers** – The bill would preserve six-day mail delivery, instead of being added annually in appropriations legislation as it has in recent years.
- ☞ **Protecting Rural Post Offices** – The bill would protect rural post offices from closures, require specific procedures for reducing operating hours at rural post offices, and enable communities to formally petition the Postal Service to reverse closures or reductions in hours.
- ☞ **Improve Postal Employee Morale** – The bill would establish a Chief Morale Officer within the Postal Service to oversee working conditions, staffing, communication, and training efforts.

Joining Heitkamp in introducing her *Rural Postal Act* were Senators Jon Tester (D-MT), Claire McCaskill (D-MO), and Gary Peters (D-MI).

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? Next year IS an election year and Senator Burr’s seat is up for our vote as well as every member of the House. Call them. Write letters to their in-state offices.

Make your voice heard and protect your job and benefits and the future of the United State Postal Service.

NC Membership (7/31/2013) 4,672
NC PAC Donors (7/31/2013) 254 (5.44%)
Members missing (7/31/2013) 4,418 (94.56%)

5.44% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

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

Thank you.

Send PAC Donations to:

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

Phone: 252-792-6614

Cell: 252-809-2144 (Best)

Email: vheath@embarqmail.com

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

2014-2015 PAC

Donor List

SAPPHIRE Level (\$2000+)

Danny Caudle

PLATINUM Level (\$1500+)

Ronald Lineberger

Brenda Prevatte

DIAMOND Level (\$1000+)

James Comer

RUBY Level (\$500-999)

Sally Corriher

Phillip Fulwood

Derek Harpe

Van Heath

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Eileen Jensen

Gail Naillon

Debbie Neal

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Dale Sain

Barbara Smith

Charles Stewart

Frank Suttles

Lonnie Thigpen

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Donald Ayscye

Tom Brown

Doug Byrum

Heather Cook

Louise Fulwood

Brenda Gibbs

Vicki Gray

Robert Gurganus

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Carl Kelly

Kelly Kenny-Futch

Christine Laney

Clarence Rogers

Rhonda Sears

Brenda White

Pam White

Dianne Yost (APCU)

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 Angela Bethea
 Tim Bowers
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 James Brooks
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 Reggie Neal
 Kim Ranker
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 Mitch Reece
 Dianna Valente
 Betty Westbrook
 Joseph Whitley



State Board Reports

Annual Report of the President Dale Sain

During the 2014-2015 year, I attended board meetings in August, November, and March. Paula and I attended the National Convention in Grapevine, TX in August. We held our Fall Booster in New Bern, NC in November. In January we attended the South Atlantic Conference (SAC) in Atlanta, GA. During the course of the year, I attended thirteen District meetings.

From June 2014 to the present, I traveled 7,758 miles on union business; this includes all conventions, seminars, district and NC Board meetings. I used twenty-one days of annual leave and/or LWOP. Five of these days were due to new RCA orientation and recruitment in Charlotte. Also during this year, I had eight instances of overnight travel for union business due to Board and District meetings. As always, I have been careful to use those days sparingly to minimize expenditures.

I sincerely thank you as NC Rural Carriers for the outstanding job that you do. It has been an honor to serve as your president these last two years. Again, I would like to thank the other board members for their support and efforts. Lastly, thanks to my wife, Paula for her help and support during my time on the board.

Respectfully submitted,
Dale Sain

Annual Report of Vice President Daniel L Caudle

Let me begin by saying that I am humbled that the Delegates of North Carolina elected me to be their Vice-President of our NCRLCA. I sincerely hope that there have been no regrets in your decision. I believe that the 2014-2015 year has been one of the best years for our Association.

Our new year began with District Assignments at the completion of the State Convention. On July 26, 2014, the State Board met in Mebane for a pre-national convention meeting. In August, I attended the National Convention in Grapevine, TX. In October, I attended The Tidewater District meeting in New Bern. On November 6-8, I was present in New Bern for a meeting of the State Board and the Annual Booster.

In January 2015, I attended the SAC Conference in Atlanta, and mail count trainings in Hickory and Greensboro. In February, I attended a district meeting in Guilford County. The State Board had a pre-state convention meeting in Wilmington in March. The entire Board was present for this meeting where we “tied up all the loose ends” for our upcoming convention in June. April was a busy month as all forty districts in the state had their annual business meetings. The members present at each annual district meeting formally elect a President, Vice-President, and a Secretary/Treasurer to conduct meetings in their districts. I attended four of the district business meetings out of the seven districts for which I was assigned. The other three were impossible to attend because of schedule conflicts.

President Dale Sain and I recently returned from our nation’s capital. We were there for the Annual Legislative Seminar. Dale and I spent many hours speaking to our state’s congressmen and senators. It was a great opportunity to try and educate them and/or their aides. It is difficult to measure success with these trips. We will have to wait and see how these men and women vote when they are “on the hill”.

I traveled over 4160 miles fulfilling the duties associated with the job as an officer of the state. I had nine overnight stays while traveling to different districts. Four of the nine were due to the time in Washington.

I would like to thank my Lord for His mercy and grace, and also for His guidance during this past year. Many thanks go out to the officers and committeemen on the state board. We have not always agreed on a direction or an idea, but we have always been amiable. I want to thank the District Representatives and Assistant District Representatives of our State. Every part-time Assistant District Representative, every Area Steward, and all the local stewards deserve a pat on the back for all they do. I don’t want to forget all the NRLCA members who took the time to attend the district meetings. Thank you for being there and for striving to bring others.

Last, but not least, I want to thank my wife and best friend, Carolyn, who has been patient and understanding. She has spent many nights listening to me on the phone or watching me do paperwork, and yet has not complained. She accompanied me to many of the district meetings when her schedule allowed. She has proofread my articles and has

faithfully sent my expense and pay vouchers to either Derek or Frank Suttles.

Respectively Submitted,
Daniel L Caudle

Annual Report of the Secretary/Treasurer Derek S. Harpe

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

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

Financial Report:

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

Membership:

The State membership ends on June 30, 2015. As of June 03, 2015 our membership stands at 4,701. Our current membership totals are: regular carriers 2,560; PTF's 5; relief carriers 1,246. There are 883 retired members and 21 associate members as of this report. I have processed 427 membership forms in fiscal year with 22 of these being regular carriers. We have had 50 members that have died this year. There have been 38 regular carriers that have cancelled their membership and 10 have separated from the Post Office. Twenty three RCA's have cancelled and 181 have left the Post Office. At last year's state convention, it was reported that we had 4,642 members. This gives us a positive number of 59 new members this past year. This is the first year in the last 6 years that we have had growth. Many thanks to everyone for your efforts in recruiting.

RAFT:

Recruit A Friend Today, the recruitment program implemented by the National Office has been very successful this year. The RAFT Program was reinstated September of 2015. As of June 3, 2015, I have processed 427 membership applications (1187) through this program. Each recruiter will receive \$15 for RCA's and \$50 for regular carriers recruited. Remembering they must stay on the roll for ninety

days before monies are received. Thank you, Members, Academy Trainers and State Officers for your efforts in recruiting new members. I continue to recruit new members by mailing 1187's to new RCA's and regular carriers that have been recently converted from the RCA position. We must keep in mind that we have 2,736 non-members in North Carolina. All members must continue to work on the non-members in our offices all across North Carolina. Our Union is only as strong as its members. Will you help?

Department of Labor:

As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Labor Law reports. The Department of Labor conducted a Compliance Audit of our records in July of 2014 and reported that our records were in compliance with no problems reported.

The LM 2, which is the financial report to the DOL, was submitted in September, 2014 and will soon be prepared for September 2015. All 40 of the LM 4 reports to the DOL were submitted within 90 days of the close of the fiscal year.

IRS and NC Department of Revenue:

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

Travel and Meetings:

As your State Secretary/Treasurer, I attended the National Convention in Grapevine, TX, SAC in Atlanta, GA, State Convention in High Point, Fall Booster in New Bern, twenty-one orientations, DOL Training in Charlotte, two meetings with the auditor for DOL, eleven District meetings, all State Board Meetings, 2015 State Convention Planning Meeting, attended informational meeting in Cherokee for 2016 and 2017 State Conventions, two Secretary/Treasurer Training in Alexandria, VA and one in Atlanta, GA.

I have driven 8,640 miles on association business. I have used 15 overnights that the Union paid for the hotel. I also had 5 overnights for National Secretary/Treasurer training that were paid by the National Office.

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

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

Personal Note of Thanks:

After much thought and prayer, I have made the difficult decision not to seek re-election to the position of Secretary/Treasurer. During the last few months, I have been struggling with health issues and have been advised by my medical doctor that I need to reduce my stress level. I want to thank you for allowing me to enjoy this past year as your Secretary/Treasurer, Editor of the *North Carolina Rural Carrier* Newsletter and being on the State Board. During this time I have had the pleasure of traveling all over North Carolina and meeting many great rural carriers. Special thanks to my wife who has supported me in this difficult decision and to Ronald Lineberger for his guiding hand this year. Also, many thanks to the state board in their understanding and support.

It has been my honor to serve you.

Respectively submitted,
Derek Harpe

Annual Report of Vicki Gray Executive Committeeman

This report covers my activities as Executive Committeeman from June 2014 through May 2015.

In July 2014 I attended a board meeting in Mebane, NC. In August 2014 I attended our NRLCA National Convention in Grapevine Texas. In November 2014 I went to New Bern for the Fall Booster and a board meeting held in conjunction with it. In January 2015 I went to Atlanta, GA for the SAC conference. In March 2015 I went to a board meeting in Wilmington, NC to finalize the plans for our state convention. I attended 8 district meetings across the state. I went to 3 district safety meetings. I participated in 3 New Hire orientations in

Fayetteville. I have used 14 days of annual leave or LWOP for union business. I had a total of 8 overnight stays and I drove a total of 3,040 miles. I have truly enjoyed my year as Executive Committeeman. I want to thank all of you, the rural carriers of NC, for allowing me the honor of serving you. I have enjoyed going to the district meetings. Every meeting was interesting and provided me the opportunity to meet my fellow carriers and hear their concerns.

I would like to thank the other members of the board for all they do. I also want to thank **every steward** all across our state. From the District Representative all the way down to the local steward, thank you for all you do.

Respectfully submitted,
Vicki Gray

Annual Report of Brenda Prevatte Executive Committeeman

It has been an Honor to serve my fellow carriers this year! I have enjoyed meeting new carriers learning things that affect the different areas of our state and trying to help in finding answers.

This is a report of my activities from June 2014 to May 31, 2015. My year began at the State Convention in High Point this year with our board meeting. I received my assignments for the year. I attended the National Convention in Grapevine, TX, Fall Board meeting, Fall Booster, Sac in Atlanta, GA, Spring Board Meeting a total of 10 District Meeting this past fall and spring. I have used 9 Annual Leave days, stayed overnight 3 times but 2 of those were with family so that made it nice not to have to stay in a motel. I have traveled over 3,253 miles across our great state.

I would like say Thank You to my fellow State Officers and Executive Committeeman who as a team I feel we have worked together as a team for the better NCRLCA.

I would like to give my husband the biggest thanks to whom has drove me around and got me to so many of those meetings so I didn't have to spend the night and could work the next day. He is my true friend my hero he has been there and supported me in all I do! Thank You David. Thank You to the rest of my family who has at times wondered where mom was you all are troopers.

Respectfully submitted,
Brenda Prevatte

Annual Report of Mitch Reece

Executive Committeeman

This report covers my activities for the year beginning June 1, 2014 through May 31, 2015.

In June, I attended the state convention in High Point. In July, I attended one district meeting in Granite Quarry and the board meeting in Mebane. During the month of August, I attended the national convention in Grapevine, TX. I attended one district meeting in Mooresville in October. November included a board meeting and the Fall Booster in New Bern. In January, I attended SAC in Atlanta, GA. In March, I attended the state convention planning board meeting in Wilmington, NC. In April and May, I attended district meetings in Concord, Wilmington, Monroe, Roxboro, Spring Lake, Greensboro and Raleigh. Also in May, I traveled to Cherokee with Vice President Caudle and Secretary-Treasurer Harpe to negotiate a deal for the 2016 state convention.

I also attended two orientations in Greensboro during the past year.

I traveled 3382 miles on union business with 11 overnight stays. I used 17 days of LWOP between June 1, 2014 and May 31, 2015.

I have enjoyed serving this association this past year. It is a privilege to represent you, the carriers, on the state board. I look forward to serving you in the future.

Respectively Submitted,
Mitch Reece

Annual Report of Van Heath PAC Chair

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

During the month of May we crossed the \$20,000 mark. That puts us just a few dollars behind of where we were this time last year. This year we are sitting in fourth place nationally, a drop of one position. The percentage of members that are supporting our PAC continues to decline. This year less than 4 percent of our members have donated to our PAC. Personally I think it is disgraceful that 96% of our membership does not think what we are doing is worth a onetime donation of \$25 per year. Throughout the year I have people that make donations of five or ten dollars at a

time but do so somewhat regularly. I don't pretend to know the financial situations that many of our members find themselves in but I still think that every member can afford to make a \$25 donation each year even if they need to make it \$5 at a time. With the support that our PAC currently has, if we could just raise the participation level to twenty percent we would be a force to be reckoned with nationally. I think it's that important, unfortunately only four percent of our members agree with me.

Our Sustaining members fell again this year. We dropped from a high of 28 in the 2012-13 PAC year to only 21 this year. Withholding and EFT is still the most painless way to donate to PAC. Just think, \$5 per pay period adds up to \$130 per year. That an easy and simple way to help fight the insanity in D.C. Since the beginning of this year I have been pushing Sustaining Donor ship and I have passed out a few forms to interested members. I await my next National Donor Report to see if they followed through.

In the past year your PAC Chair attended the National Convention in Grapevine, Texas, the South Atlantic Conference in Atlanta, the Fall Booster in New Bern, as well as fifteen District Meetings. I attended more District Meetings this year thanks to not having had any joint surgeries in over a year (Hallelujah). I cannot make every meeting everywhere and that is why I am so excited that the State Board members are continuing to collect for PAC when I cannot. This is the third year that the Board Members have collected for PAC at District Meetings and the donations are increasing at those meetings and I expect that they will continue to increase as our members get used to our State Officers collecting for PAC. Thank you donors and State Officers.

As Federal Employees we are always an easy mark in Washington. We are still under attack from all sides. We won the Six-Day Delivery battle for the time being, but the war is never over. It seems that the new battle will be healthcare benefits, retirement and pay. I recently heard a member of Congress bemoaning the fact of how hard it is to live on only a \$140,000 year salary, yet they think we are overpaid.

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

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

Respectfully submitted,
Van Heath

Annual Report of Derek Harpe Historian

President Sain, State Board, National President Dwyer, Special Guests and fellow Rural Carriers, this is the North Carolina Rural Letter Carriers' Historian's Report for the year 2014/2015.

The 110th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 89th State Convention of the Auxiliary was held High Point, North Carolina June 22-25, 2014.

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

Member of the Year was Sally Corriher and Auxiliary Member of the Year was Carolyn Ward.

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

Our National Committeeman Dennis Conley spoke on Monday afternoon.

The delegates at the state convention selected New Bern as the site for the 2014 Fall Booster meeting to be held in November. The site for the 2015 state convention will be held in Wilmington.

On Tuesday afternoon a BBQ was held at the Spring Hill UMC.

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

On **November 9, 2013 the Fall Booster** meeting was held in New Bern, NC at the Double Tree. Thanks to the Tidewater #52 for hosting the meeting.

We recognized the Veterans present for their service. Doug Byrum then had the Invocation. There was no National Officer present for this meeting. The DR's and ADR's filled the afternoon with a very informative presentation.

Respectfully submitted,
Derek Harpe

Annual Report of Brenda Gibbs Auto-Homeowners' Insurance Representative

This report covers my activities since June 2014. I began by attending our State Convention in High Point. I spoke about the Federal Tort Claims Act and

its importance to us as rural carriers. All rural carriers should be sure to have this coverage on your insurance policy.

In August I attended the National Convention in Grapevine, TX. I attended a breakfast presented by the rural carriers insurance. There I was given the opportunity to learn more about the insurance needs of rural carriers and how I can better serve you, the members.

During October I attended the Alamance County fall booster and in November I attended the State Fall Booster meeting in New Bern. I have been encouraging everyone to examine their current insurance and be sure that you are getting the coverage that you want and need.

I attended my first ever SAC in January 2015. I was once again given the opportunity to update and increase my insurance knowledge when I attended the rural carrier's insurance luncheon. I meet with several insurance representatives from other South Atlantic states to exchange ideas and information. It was a very informative time. I also attended the Alamance County District meeting on April 28th, 2015.

Thank you all for allowing me to serve this union. If there is any way I can help you with an insurance question, please feel free to contact me.

Respectfully submitted,
Brenda Gibbs

Annual Report of Derek Harpe Editor

This past year was another successful year for the *North Carolina Rural Carrier*. We printed 6 issues for a total of 30,100 copies with a total of 122 pages. The smallest issue was 14 pages and the largest 30 pages. As was the case last year we combined two months in every issue which saved the state approximately \$24,000 in printing and postage cost. The average cost this year was 84 cents for printing and 34 cent per copy for postage, averaging \$1.18 per copy.

The number of pages in the paper does not make the paper; the quality of information is the important fact. Our officers and stewards continue to provide very good articles and cover many of the very important issues before us as a union. My thanks to each one for your contributions, without these articles there would be no *North Carolina Rural Carrier*.

I would just like to remind everyone of the importance of the information on the second page of

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

Respectfully submitted,
Derek Harpe

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

This report covers my activities June, 2014 through May, 2015.

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

I have strived to create a user friendly format and provide important and timely information to our members. In November of 2012 a Hit Counter was added to the site and to date the site has received over 145,874 hits. I maintained several items on the site including: Safety News, Hot Topics, Pac News, the Constitution, Mail Count, Annual Conventions, District Meetings, District Representatives along with their Assignments, and added more Links to documents of importance for Rural Carriers. I hope you all can find some useful information on the site.

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

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

Respectfully Submitted,
Jeff Essick

Deceased Members Remembered

Sue Baker.....	Merry Hill
Michael Benedetti.....	Garner
William Blake.....	Lumberton
Agnes Brinn.....	Pinetown
Gene Burckette.....	Tabor City
Herman Cannon.....	Rocky Mount
James Carter.....	Rocky Mount
James Cartner.....	Mocksville
Cincy Caviness.....	Ramseur
John Darroch.....	Lillington
Thomas Dawson.....	Kinston
Donald Edwards.....	Monroe
Cecil Farthing.....	Boone
Judy Ferree.....	Biscoe
Elvy Forrest.....	Greenville
Willie Freeman.....	Harrellsville
Zadie Hall.....	Kelly
Houston Hawfield.....	Monroe
James Hill.....	Marshville
Carl Ingold.....	Albemarle
Thomas Jamison.....	Franklin
Joseph King.....	Burlington
James Kirk.....	Charlotte
John Lentz.....	Ellerbe
Rose Matherly.....	Pfafftown
Evelyn McKeithan.....	Bolivia
Jesse Metcalf.....	Candler
Ivan Mixon.....	Plymouth
George Moore.....	Mebane
Bobby Moss.....	Henderson
Furnie Nobles.....	Chadburn
Roy Perry.....	Sanford
Michael Reid.....	Concord
Earl Sasser.....	Tarboro
Joseph Shaver.....	Gold Hill
Kermit Sholar.....	Beulaville
Jimmy Sigmon.....	Claremont
Paul Slater.....	Hampstead
Gary Stamey.....	Archdale
Frances Stubbs.....	Asheville
Joel Sutton.....	Hillsborough
Albert Troxler.....	Browns Summit
Lloyd Vick.....	Stantonsburg
Frederick Wall.....	Chocowinity
Linda Wheeler.....	Clayton
Heinie White.....	Tryon
Tommie Williams.....	Granite Falls
Woody Wood.....	Mount Airy
James Young.....	Franklin
James Young.....	North Myrtle Beach, SC
John Webster.....	Jacksonville

Auxiliary

Frankie Howard.....	Mooresville
Virginia Simmons.....	Lillington

North Carolina District Representatives

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Brenda Prevatte
910-738-8424

Greensboro

Daniel Caudle
336-692-0147

Gail Naillon
336-504-3519

Brenda White
252-339-7792

Mid-Carolinas

Assistant District Representative

Sally Corriher

Annual Report of Sally Corriher

Mid-Carolinas District Representative

This end of year report covers my activity from June 1, 2014 through May 30, 2015. I have attended State Convention in High Point, National Convention in Dallas, TX, Fall Booster in New Bern, SC Fall Rally in Lexington, SC, and SAC in Atlanta, GA. I attended Regional Steward Training in Las Vegas, NV.

This past year I have been involved in 7 local steward recertification trainings, 9 mail count trainings for managers and carriers, 3 Labor Management Meetings, 1 DUO standup, 6 District Safety Team Meetings, 2 State of the District Meetings with the District Manager, 7 District Meetings, 1 Arbitration, and 6 Step 2 Meetings.

My grievance activity included 36 PDIs and 34 Step 1s. The Step 1s consisted of 4 LOW, 1 14 Day Suspension, 3 Removals, 5 Emergency Placements, 21 Contractual Grievances. Two Removals, 4 Emergency Placements, and 5 Contractual Grievances were appealed to Step 2. At the Step 2 level, I have met on 118 grievances and appealed 6 to Step 3.

This past year I have driven 12,034 miles on Union business, trainings, and to attend local and State Meetings. I have required 11 nights' lodgings.

I want to thank the Assistant District Representatives, Area Stewards, and Local

Stewards for all the hard work that you do to represent all the carriers in Mid Carolina District and Greensboro District. You all do great work! It has been a privilege to serve the rural carriers in North Carolina this past year for all of us.

Thank you to my husband, Barry, who supports me and is a great sounding board when my days are crazy and I need someone to listen. He makes my job so much easier because he is there for me each and every day.

Respectfully submitted,
Sally Corriher

**Greensboro
District Representative
Frank Suttles**

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

This report covers my activities from June 1, 2014 through May 31, 2015.

During this time I attended the State Convention in High Point, the National Convention in Grapevine, Texas, the Fall Booster in New Bern, Regional Steward Training in Las Vegas, Nevada, and the South Atlantic Conference in Atlanta, Georgia. Also during this time there were 4 days of Local Steward Training and 4 days of mail count trainings across the state. I attended meetings held with the Assistant District Representatives and area stewards to go over issues. Also, I attended meetings with the District manager along with numerous calls to the District office about issues. There were several meetings to introduce the Engineered Study program to offices that participated in the study across the state. There were Safety Management meetings in Raleigh and Greensboro monthly, which I attended whenever possible. I attended District meetings across the state and monitored offices during the mail count for the Sunday and Holiday delivery of the Amazon parcels.

During this time I traveled 11,762 miles and required 22 nights lodging.

I attended 31 Labor Management meetings where many discussions were held about issues which were settled before they became grievances.

Discipline Grievance activity included 9 Letter of Warnings which were all settled, 4 Seven Day Suspensions of which 3 were settled and appealed to Step 2. There was 1 Fourteen Day Suspension which was settled, 2 Emergency Placements, 1 settled and appealed to Step 2. There was 1 removal and it was settled. There were 12 contractual grievances of which all were settled.

There were 8 grievances appealed to Step 3 of which include 5 removals with 3 denied, 1 settled by MSPB decision and 1 pending and 3 Emergency Placements with 1 denial, 1 settled by MSPB decision and 1 pending.

I want to thank all of the local, area and the ADR's for the job you do every day. I want to thank the National Board for the confidence, support and the guidance that we receive from them. I personally, want to thank Barbara, Bryan and Jeff for their help and long hours throughout the year. I must also thank my wife, Donna and daughter, Kacie, for putting up with me and also for helping me when needed.

There will be some upcoming changes on territory assignments. Keep an eye on the state paper and on the NCRLCA website.

Respectfully submitted,
Frank Suttles

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

This report covers activities from June 1, 2014 through May 31, 2015.

During this time frame I attended the State Convention in High Point, National Convention in Grapevine, Fall Booster in New Bern, Regional Steward Training in Las Vegas and SAC in Atlanta.

I attended 8 district meetings, several labor-management meetings, attended required steward meetings, conducted mail count training and assisted with local steward training.

PDI's during this frame totaled 124. I traveled 21,823 miles on union business and required 45 nights of lodging.

Grievance activity included 229 grievances at step 1. Of these 173 were contractual with 153 settled and 20 denied. Discipline was comprised of 44 grievances. Removals numbered 7 with 4 settled and 3 denied. Emergency placements numbered 5 with 3 settled and 2 denied. Two 14 day suspensions were heard with one settled and

one denied. Two 7 day suspensions were heard with one settled and one denied. Letters of Warning numbered 28 with all settled. Twelve grievances are pending decisions or to be scheduling.

Step 2 activity included 170 grievances. Of these 113 were contractual which were all settled at step 2. Discipline grievances numbered 43. Ten removals were heard at step 2 with 6 settled and 4 denied. Other discipline included 7 emergency placements (3 settled, 4 denied), 5 fourteen day suspensions (all settled), 5 seven day suspensions (all settled) and 16 letters of warning (all settled). Fourteen grievances are at step 2 to be heard or pending decision.

Respectfully submitted,
Bryan W. Hudgins

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

This report includes my activities from June 1, 2014 thru May 31, 2015. During the last year I attended the State Convention at High Point, the Fall Booster in New Bern, Capital Metro and Northeast Areas, District and Assistant District Representatives Seminar in Las Vegas, NV. SAC Conference in Atlanta, Arbitration in Asheville, nine Labor/Management meetings, 10 Stand-Up Talks concerning Invoking the Formula in offices, 7 Steward Trainings and 3 Steward Meetings. Participated in 6 Mail Count Trainings, visited the Fayetteville and Raleigh Plants during the Mail Count and visited the offices for Amazon on

Sundays and Holiday before and during the Mail Count. Attended 14 district meetings for both Greensboro and Mid-Carolina.

I have driven 17,244 miles on Union business and required 20 nights of lodging. For both districts have processed 128 grievances with 5 on hand to be scheduled.

Grievance activity for Greensboro was 31 contractual settled at Step I, 11 contractual appealed to Step II, ten Letter of Warnings settled at Step I, one appealed to Step II, two 7-Day Suspensions settled at Step I, one appealed to Step II, four Emergency Placements settled at Step I, three appealed to Step II, three Removals settled at Step I, and six appealed to Step II. A total of 68

PDI's were held in the Greensboro District and I presently have four grievances to be scheduled.

Grievance activity for Mid-Carolina was 29 contractual settled at Step I, 8 contractual appealed to Step II, three Letter of Warnings settled at Step I, one appealed to Step II, two 7-Day Suspensions settled at Step I, one Emergency Placement settled at Step I, three Removals appealed to Step II. A total of 32 PDI's were held in the Mid-Carolina District and I presently have one grievance to be scheduled.

For both districts processed 60 contractual settled at Step I, 19 appealed to Step II, thirteen Letter of Warnings settled at Step I, two appealed to Step II, four 7-Day Suspensions settled at Step I, one appealed to Step II, seven 14-Day Suspensions settled at Step I, two appealed to Step II, five Emergency Placements settled at Step I, and three appealed to Step II, six Removals settled at Step I, and six appealed to Step II. A total of 100 PDI's were held for both districts and I presently have five grievances to be scheduled.

Thanks for all the support to all in the association and all stewards of any capacity. Your efforts are truly appreciated and with continued support and dedication the rural craft will survive for the future.

A special thanks to my family for all of their support while I have served in this capacity for the National Rural Letter Carriers' Association. It has been an honor and privilege to serve the rural carriers of North Carolina. A special thanks to an individual that just calls to say, "What have I missed?" You know who you are, and I am not sure I would have made it without those calls and words of encouragement. THANKS!

Thanks to my husband Linwood for the most difficult year of my life, but with the guidance of the Lord, we are moving into the future. I am officially retired from the United States Postal Service as of May 29, 2015.

Respectfully submitted,
Barbara Smith

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

This report includes my activities from June 1, 2014 through May 31, 2015.

I attended the NC State Convention in High Point, the National Convention in Grapevine, TX, the Fall Booster in New Bern, Cap-Metro DR/ADR training in Las Vegas, NV and the South Atlantic Conference in Atlanta, GA. During the year, I also attended 3 Greensboro District Steward Meetings for the DR/ADR and Area Stewards, and two meetings along with Frank, Barbara and Bryan to discuss issues with the Greensboro District Manager and staff.

I attended 13 District Meetings and assisted with Local Steward Training across the Greensboro District at 5 locations, including a class for some who missed their scheduled training date. I visited the Greensboro Plant during the 2015 Mail Count and assisted in conducting mail count training across the district in January. All of the Area Stewards, ADRs and the DR visited the Amazon Hub offices on Sundays and the Presidents' Day Holiday, prior to and during the February/March Mail Count as directed by the National Board.

I traveled 20,866 miles on union business and required 13 nights of lodging.

I met with management on 31 occasions for Labor-Management Meetings and attended at least 2 Stand-up talks on "Invoking the Formula" in offices having trouble hiring leave replacements. I was present at 59 PDIs and one OIG Investigation. I heard 128 grievances at Step 1 during this period. There were 57 Discipline cases (35 Letters of Warning, seven 7 Day suspensions, seven 14 Day suspensions, four Emergency Placements, 3 Removals and 1 Indefinite Suspension). I settled 47 of the 57 Discipline grievances at Step 1 and 10 were appealed to Step 2. I heard 70 Contractual grievances at Step 1. Of these, 63 were settled at Step 1 and 7 were appealed to Step 2. An additional 7 grievances are pending and are currently being scheduled to be heard at Step 1, for a total of 135 grievances during the period.

I wish to thank GOD first and all of those who have placed their confidence in me and given support and guidance this past year. I must also thank my wife, LeAnne for her continuing support. As always, it has been an honor and a privilege to

serve this association and to be a part of such a vital function of the NRLCA.

Respectfully submitted,
Jeff Essick

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

This is my report as Assistant District Representative for Mid-Carolinas from, June 1, 2014 until, May 30, 2015.

I have attended the South Atlantic Conference in Atlanta, 9 district meetings, 12 labor relations meetings, 12 trainings including mail count trainings, I have visited all Charlotte plants and before mail count as needed. I visited 12 Offices on Sunday to verify Amazon Sunday delivery. I have had 22 overnights and have driven 20,553 miles all on Union Business.

I have heard 214 step 1's and 221 PDI's. Of the 214 step 1's 94 were discipline. 82 were settled at step 1 and 12 were appealed to step 2. 120 were contractual, with 13 of those class actions. 102 were settled at step 1 and 18 were appealed to step 2. I heard 36 letters of warnings, three 7 day suspensions, seven fourteen day suspensions, 16 emergency placements, and 32 removals.

This is the first year since 2002 that there has been such a rise in discipline. Removals had a tremendous rise, as did letters of warning. The majority of removals were for accidents and the letters of warning were for miss-scans. One of our largest problems is still hiring and retaining RCA's.

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

Respectfully
submitted,
Tracy Davidson

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

This end of year report covers my activity from June 1, 2014 through May 31, 2015. I attended the NC State Convention in High Point in June 2014 and I attended the National Convention in Grapevine, TX in August 2014. I was asked to participate in the Rural Street Database portion of the Engineered Study and was sent to the Bolger Academy in Potomac, MD for 3 days to train as the Mid-Carolinas Union Representative. I attended 1 arbitration hearing and I participated in 1 local steward training. In November 2014, I attended the Fall Booster in New Bern and I attended the Fall Regional Steward Seminar in Las Vegas, NV. In January 2015, I attended the South Atlantic Conference in Atlanta, GA; I attended 5 manager's mail count meetings throughout the Mid-Carolinas district, in addition to visiting 3 Amazon Sunday HUB sites. I attended two district meetings for Southeastern District #8; the fall meeting was held in Whiteville and the spring meeting was held in Leland. I attended the spring district meeting for the Sea-level District #23 in Wilmington. I continue to serve as an NRLCA Rep for the Mid-Carolinas USPS/NRLCA safety team.

I drove 6,966 miles in 2014 (June-December) and I drove 5,422 miles thus far in 2015 for union business, training and meetings for a total of 12,388 miles for this period. I stayed overnight on 10 occasions.

During the last 12 months I attended 16 Pre-Disciplinary Interviews and I have processed 43 grievances. There are currently 3 at Step 1, 18 were sustained, 11 were settled, 10 were appealed to Step 2 and 1 was withdrawn. Of those 43 grievances, 31 were contractual, 9 were disciplinary and 3 were class actions. The disciplinary cases consisted of 1 Letter of Warning, 3 Emergency Placements, 1 Notice of Separation and 4 Removals.

These last 12 months have been a period of great change in my life, but I can say with absolute certainty that the NCRLCA has been like family to me. I would like to thank the NCRLCA State Board for their support over the last 12 months. I would like to thank District Representative Sally Corriher for her patience and guidance as I continue to learn and grow in my position as an ADR. I would like to thank Frank Suttles, the Assistant District Reps, the Area Stewards and the Local stewards that I have

had the pleasure to work with, I have learned from each of you and I am grateful for your friendship. I would also like to thank NC and National Chaplain Doug Byrum for his unwavering faith and kindness. I would like to thank the Rural Carriers that welcome me into their lives and trust me to fight for them. Lastly, I would like to thank my Husband, Matthew, who is my heart and soul and is the best partner I could have ever asked for. I continue to meet the most amazing people and I consider myself so fortunate to have the opportunity to work with such wonderful people, many of whom I now call friends. It has been, and continues to be, an honor to be a representative of this Union and to work for the collective good of the rural carrier craft.

Respectively Submitted,
Bethany Small

EMA Rate Will Increase to 69.0 Cents Per Mile This Month

The Bureau of Labor Statistics (BLS) released the May 2015 CPI-W Private Transportation Index on June 18. Based on this release, Equipment Maintenance Allowance (EMA) will increase by 4.5 cents to 69.0 cents per mile, or a minimum of \$27.60 per day, whichever is greater.

Employees providing auxiliary assistance or serving auxiliary routes under the provisions of Article 9, Section 2.5.J, will receive EMA of 69.0 cents per mile or \$7.50 per hour, whichever is greater. The new rate will be effective July 11, 2015 (PP 16).

LiteBlue Offers New Health and Wellness Site

The Postal Service has introduced a site on **LiteBlue** to help employees manage their health. The Health and Wellness site offers information on federal health plans, including instructions on accessing free annual check-ups, screenings, and other preventive services. The site also has information on financial incentives to encourage employees to perform health assessments. Additionally, employees will find links to information on safety, ergonomics, the Employee Assistance Program, the Bank Your Sick Leave initiative and more.

--USPS News Link

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

Thom Tillis (tillis.senate.gov)
G55 Dirkson 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:

Mark Walker (walker.house.gov)
312 Cannon House Office Bldg.
Washington, DC 20515 (202) 225-3065

Congressional District 7:

David Rouzer (rouzer.house.gov)
424 Cannon 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:

Alma Adams
222 Cannon 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

NORTH CAROLINA AUXILIARY OFFICERS

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MRS. LEANNE ESSICK
229 Essick Lane
Winston Salem, NC 27127-9129
336-816-0999

VICE PRESIDENT

MR. BARRY CORRIHER
445 Corriher Gravel Rd
China Grove, NC 28023-0460
Phone 704-857-3103

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

MR. L. E. WHITE

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

MRS. JANICE FULWOOD

40 Mintz Cemetery Road
Ocean Isle Beach, NC 28469
Phone 910-443-2071

CHAPLAIN

MRS. CAROLYN WARD

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

PROVIDENT GUILD

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

HISTORIAN

MRS. LUANN SHUE

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

JUNIOR SPONSOR

MRS. SARAH STEWART

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

PAST PRESIDENT

MRS. SUSANNE REAVIS

345 Harvey's Ln
Traphill, NC 28685-9133
336-957-2004

JUNIOR BOARD

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CODY COPELAND

106 Dogwood Lane
Camden, NC 27921-7668

VICE PRESIDENT

BLAYNE COPELAND

106 Dogwood Lane
Camden, NC 27921-7668

SECRETARY/TREASURER

BOBBY DWYER

305 W Oak St
Lake Waccamaw, NC 28450



Auxiliary News By Sue Kelly

It was good to see our extended family this year at Hilton Wilmington Riverside in Wilmington, North Carolina. This meeting gave us a chance to learn and express our concerns.

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

We had a joint session with Association and Juniors on Monday morning. Kay Carter had the pleasure of announcing L. E. White as the Auxiliary Member of the Year. The expression on L. E's face was priceless.

Later on Monday morning, Susanne Reavis called the Auxiliary meeting to order. Norma Williford began each session with words of wisdom in devotion. Norma also led the group in Pledges and read the Creed. Barry Corriher reported from the audit committee that the books were in order. A motion was made and seconded to dispense with reading of the minutes since everyone had a copy. Barry Corriher read the candidates of officers as follow: President, LeAnne Essick, Vice President, Barry Corriher, Secretary/Treasurer, Sue Kelly and (3) Committee Members, Edith Knight, L. E. White and Janice Fulwood.

We had the pleasure of having special guest Amy Julian, from Eastern North Carolina Chapter Alzheimer's and Shelia Reardon Gilman, National Officer to share information about A Program of Miracles. Roanoke Heath gave us some information on Wilmington's architecture.

We joined the Juniors and Sarah Stewart for a final report and rewards on Wednesday. The Juniors were very excited about activities while in Wilmington. They raised \$1,537.45 in the Walk-A-Thon. A total of \$3,172.95 was raised with project items, tickets, quilt squares and the Raimer print sold. Xander Corriher won the \$300.00 raffle. The Junior contest total payout was \$280.00.

This year's scholarship committee consisted of Edith Knight and Pam Harpe. Winners will be announced at the **Fall Booster**. This year's Junior contest committee consisted of Peggy Simmons and Norma Williford. Norma announced winners as follows: ages 6-8 1st Lily DuPue, 2nd Allison Holt, ages 9-11, 1st Dominick Haney, 2nd Zoe DePue, ages 12-14, 1st Cole Hunter, 2nd Isaiah DePue, 3rd Alana Hunter. The new Junior board members are as follows: President, Blayne Copeland, Vice President, Cody Copeland, Secretary/Treasurer, Bobby Dwyer and Chaplain, Justin Reavis. National officer, Shelia Reardon Gilman installed the new Junior board. This year the Juniors got new bright orange tee shirts. Don't forget next year you may be able to preregister, so be sure to read your magazine for updates throughout the year.

A special thanks to all for your generous donations so we can continue to have fun activities. We are a family organization so we invite immediate family members, children ages 6-19 of parents or grandparents to come be a part of our activities.

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

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 _____
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CIRCLE ONE

REGULAR RETIRED SUBSTITUTE

MEMBERSHIP

If you have forgotten to pay your membership dues for the next year, please do so immediately. If your dues are delinquent, it could affect your Rural Carrier Benefit Plan. The most convenient way to pay is to sign a "dues withholding" form (1187 or 1187R for retirees). If you need a form, please contact a board member. Regular and substitutes can sign a form NOW.

August 2015

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

September 2015

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

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