



# NORTH CAROLINA

# RURAL CARRIER

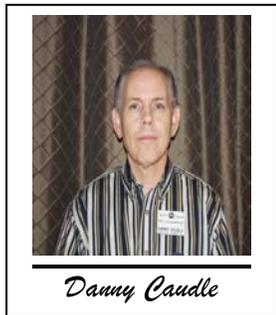


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*Danny Caudle*

### President's Message

Since this is the final newsletter of 2015, there are a few items that need to be covered before 2016 arrives. Let me begin by wishing each of you a Joyous Christmas and A Happy New Year. I hope that this season is filled with good times spent with family and friends. That being said, we are Rural Carriers and we have a lot of work to do before we can relax. I have already received several phone calls from Carriers who are overwhelmed at the current volume of flats and parcels. Each of them stated that there is no way they can get the job done in the time that management expects it to be done. Please remember how important it is to do the job safely. Do not become so rushed by the "5 o'clock rule" that an accident is inevitable.

I would like to remind each of you of the upcoming events that will help you in doing your job. The fourth weekend in January is the time for the South Atlantic Conference (SAC). This is one conference that I wish all carriers in North Carolina could/would attend. I don't remember the exact number we had at the last SAC, but it was more than at past conferences. The SAC is filled with useful information that will make you look forward to the next one. All of the National Officers attend SAC and it is easy to have "face to face" contact with any of them. There is a question and answer period with the National Officers and with the invited Postal Management that, at times, can be very lively. Last year the District Managers from both the Mid-Carolina and the Greensboro Districts were there and answered questions. After the sessions, there are various places to eat, and where the discussions around the table are worth the price of the meal. After everyone has eaten, the discussions often will continue in the lobby of the hotel and lounge area. On Sunday morning there is a service that is always uplifting. By noon on Monday the Conference is finished and all the attendees leave for home. Trust me, you do not want to miss this educational time. The dates are January 23-25, 2016. Arrive by noon on Saturday and you can attend the Atlanta Postal Credit Union's annual meeting. Many door prizes are given away there and everyone that attends has a great time.

It is time for Rural Carriers to be educated! Attending the South Atlantic Conference is a step in the right direction. Go ahead and make your reservations at the Crown Plaza Atlanta-Airport, 1325 Virginia Avenue, Atlanta GA (1-800-593-5447) and turn your leave slip in to management. The cost is \$96 per night, plus tax, and parking is free if you stay at the Crown Plaza. Let's fill the meeting room with North Carolina Carriers.

**North Carolina Rural Letter Carriers' Association  
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VICKI GRAY**

424 Wapiti Drive  
Spring Lake, NC 28390-1562  
Phone 910-745-8815

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**

**RETIREMENT**

**BRENDA GIBBS**

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**FEHB**

**AUDREY SOLOMON**

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Willow Springs, NC 27592-8093  
Phone 919-639-0767

Alleghany County	4	Burke/Caldwell	9	Foothills	10
Southeastern	8	Durham County	12	Sea Level	23
Central Carolina	16	Yadkin River	26	Wake County	24
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		

**Appointed Officers**

**CHAPLAIN**

**DOUG BYRUM**

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Phone 704-843-3284

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**JEFF ESSICK**

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Winston-Salem, NC 27127-9129  
jeffessick@bellsouth.net

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

**TO:**

**VICKI GRAY**

424 Wapiti Drive  
Spring Lake, NC 28390-1562  
Phone 910-745-8815



MERRY CHRISTMAS  
&  
HAPPY NEW YEAR  
FROM  
YOUR STATE BOARD

## Obituaries

**Rebecca Whitley Jones**, 89, of Zebulon, went home to be with the Lord Monday, Oct. 5, 2015 with her family by her side. A native of Nash County, she was born June 5, 1926 to the late William Oscar and Hestella Brantley Whitley. Rebecca had unwavering faith and a generous, sharing, giving spirit. Her family was her life. She was preceded in death by husband of over 57 years, Herman Jones and all her siblings.

She is survived by her children, Stanley Jones, Debra Cayton, Fannie Dillard, and Patsy Lambert; several grandchildren and great-grandchildren; and numerous nieces and nephews.

**Lynda May Andrews**, 72, of McLeansville, died Friday, November 6, 2015, at her home with her loving family. Lynda was born April 20, 1943, in Guilford County to W. McKinley and Blanche Corsbie May. After Lynda's mother died, she was cared for by Guy and Pearl Brown, until the time her father married Ollie May.

Lynda began work for the U.S. Postal Service as a clerk and substitute mail carrier at McLeansville Post Office, and later accepted a position as a rural mail carrier at Sophia Post Office, and later retired from Spring Valley Station in Greensboro.

She is survived by her devoted and loving husband of 50 years, Wallace Andrews; a daughter, Paula Andrews Murphy; a son, David M. Andrews; several grandchildren; 3 sisters; and a brother. Lynda was preceded in death by her parents and her brother, Leo May.

### South Atlantic Conference

January 23-25, 2016  
Crowne Plaza Hotel  
1325 Virginia Avenue  
Atlanta, Georgia.  
Reservations 888-233-9527  
Rooms are \$94.00 + tax.

Reservations must be made by  
January 7, 2016

More information is on page 12

## Chaplain's Message Doug Byrum, Chaplain

### “The Best Christmas Gift”

Read Isaiah 58:6-12

If you offer your food to the hungry and satisfy the needs of the afflicted, then your light shall rise in the darkness  
*Isaiah 58:10 (NRSV)*

Advent is a time when congregations can become preoccupied with decorating our churches. We choose the best displays and ornaments to represent the expectancy of Advent and the joy of Christmas. We invest energy and money in this yearly ritual. Certainly, a festively decorated church building presents a nice visual reminder of the season.

But at times we can become so absorbed in the commercialism of the Christmas season, placing emphasis on material things and relegating the gift of God's message of love and salvation to the bottom of the priority list. God's gift of Jesus is most fully realized when we become messengers who feed the hungry, befriend the friendless, or offer hope to the hopeless. We can make sure that the decorations and lights lead us to know Christ's peace and love and to share it with others.

This year, as we decorate for Christmas, let us not forget to decorate our world with the best Christmas gift of all: the love of Jesus Christ.

**Thought for the Day:** *An act of service is the best Christmas gift.*

**Prayer:** O Lord, open our minds to see where we can serve. Thank you for the gift of life offered through the Child of Bethlehem. Amen.

**Prayer Focus:** TO SEE OPPORTUNITIES FOR SHARING THE LOVE OF CHRIST

*I want to thank all of you for your prayers, cards and calls during 2015. Linda is having a real problem with her memory loss, she can no longer stay by herself. I have come through all of my treatment and have had no problem at all. (Praise the Lord) Keep Linda in your prayers and we hope that you have the best Christmas ever. Remember Jesus is the reason for the season. Merry Christmas.*

*Doug & Linda Byrum*

## SAFETY

*Derek Harpe*

### **FALL IS HERE! Slips! Trips! Falls!**

It is the time of year that we as professionals need to be reminded to be safe and avoid accidents and injuries. Falls account for a high percentage of our accidents on delivery routes. Let's all be reminded of leaves covering yards, sidewalks, steps, and sometimes driveways and roads. There are also holes in yards and cracks in sidewalks that need caution. It is the time of year with cooler temperatures approaching that frost and ice coverings can make for even more accidents. Please be cautious and use handrails when appropriate.

The following listing is from the Postal Employee Handbook EL-814 which offers guidelines that can possibly prevent slips, trips, and falls in the workplace:

- Wear appropriate work shoes, whether you walk many miles on a route or handle mail on the workroom floor.
- Wear shoes that are fully enclosed at the heels, toes, and sides, made of leather or a substantial synthetic material (leather substitute). Canvas or nylon is not acceptable.

To eliminate slips, trips, and falls, DO NOT wear the following types of shoes:

Heels more than 1 ½ inches and soles more than ½ inch in height; Spiked heels regardless of height; Open Shoes (including open sides, toes, or heels) such as thongs, sandals, mules, house slippers, clogs, wedges, etc.; Heels with steel taps; Shoes with cloth, nylon, or mesh-woven tops, such as tennis shoes, athletic or jogging shoes (except those with leather or leather-like uppers), moccasins, etc.; Shoes no longer adequate because of disrepair.

Slips, trips, and falls are preventable by following established safety guidelines, being attentive to and aware of one's surroundings at all times, and wearing shoes appropriate for the job at hand.

STAY SAFE AND ENJOY THE HOLIDAYS.  
MERRY CHRISTMAS AND HAPPY NEW YEAR!  
Derek Harpe and Family

**BE SMART  
ALERT  
FOCUSED  
EDUCATED**

## Auto-Homeowners' Insurance Update

*Brian Hamlett*

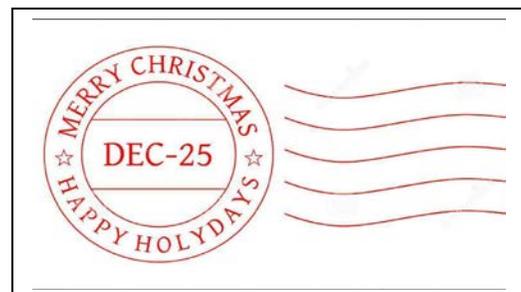
### **Federal Tort Claims Act**

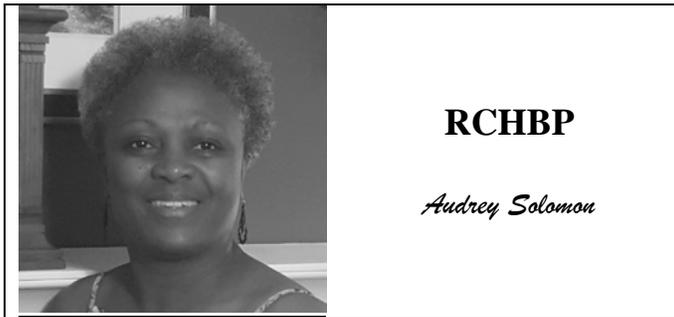
The Federal Tort Claims Act of 1961 mandates a government administered protection plan for government employees who incur liability while conducting official duties. This coverage is only for liability and does not cover damage to your vehicle. It only applies while you are on-route. Any deviation from your assigned route could jeopardize your protection under the Tort Claims Act. If your on-route liability claim is denied by the government you will be held responsible.

Does your personal vehicle insurance cover you while on duty? Many don't and if they do you may be paying an increased premium. Many insurance companies want you to have a "commercial policy" to cover you when you to deliver mail. They do not understand the Federal Tort Claims Act.

Check with your insurance company. In North Carolina you must have insurance rider #NC-0301 or #NC-3082 to be covered under the Federal Tort Claim Act. One of these "riders" must be attached to your insurance policy for you to be covered. It should show up on your insurance declarations page or on the attached "rider" pages of your policy.

The Federal Tort Claims insurance endorsement is not a requirement, but if you are involved in a motor vehicle accident you will be very happy that you have it.





**RCHBP**

*Audrey Solomon*

**OPEN SEASON FOR 2016**

Open season is upon us, **November 9, 2015 thru December 14, 2015** are the dates to **REMEMBER**.

To make changes, you can do one of the following:

- 1) PostalEase (<http://liteblue.usps.gov>)
- 2) Call toll free 1-877-477-2373 Option 5 or
- 3) If you want to keep your health coverage with the same plan -- do nothing.

Don't forget there is a new plan called Self Plus One. Active carriers contact US Postal Service's Human Resources Shared Service Center or use PostalEase. Retired carriers or surviving spouses will receive information from the US Office of Personnel Management (OPM).

Premiums rates for Self Plus One are: \$117.52 per pay period for regular and PTF carriers and \$306.78 per month for retirees and surviving spouses. RCBP (rural carrier benefit plan) offers a competitive plan designed for NRLCA members. Some of the benefits include

- 100% coverage for preventive care
- 100% coverage for cancer treatment
- Comprehensive drug coverage
- Improved benefits for hearing aids and massage therapy
- **\*\*NEW--**Earn \$175 in gift card rewards for completing a Health Risk Assessment Biometric Screening
- Low \$20 copayment for doctor's visits, including specialists

So please take time to review the RCBP plan and make an informed decision. This plan is available to Regular, PTF and all eligible Retired rural letter carriers that are members of the NRLCA and to surviving spouses.

Common questions being asked for open season are:

Q--Do I have to change to self plus one or can I stay in family coverage?

A--You do **NOT** have to change (not with RCHBP, but some plans have higher self plus one premiums than family premiums)

Q--How do I file a claim for massage therapy?

A--Follow the info on page 77 of 2016 Brochure on Filing a claim for covered service (although we do not

need a diagnosis as it can just be a massage for therapeutic purposes)

**Eligibility for USPS NCEHB Plan Coverage.** To be eligible for USPS NCEHB Plan enrollment, non-career employees must meet one these requirements:

1. be a City Carrier Assistant (CCA), Mail Handler Assistant (MHA), or
2. be an NRLCA - represented or non-bargaining NCE and also meet the Patient Protection and Affordable Care Act (PPACA) definition of a full-time employee by averaging 30 paid hours per week or a measurement period (for open season this measurement period is 12 months beginning October of the year prior to open season)

For more information on non-bargaining employees please go to <https://liteblue.usps.gov>; click on the MY HR tab, click on Benefits, then Open Season. Read the Summary of Benefits and Coverage which includes overview of coverage and your share of health care cost.

If you have questions please call HRSSC at 1-877-477-3273, option 5; TTY 1-866-260-7507.

**Remember any changes must be made by the December 14, 2015 deadline.**

The Solomon family would like to wish you a Happy and Blessed Thanksgivings and A Merry Christmas and A Joyous New Year.



**RETIREMENT**

*Brenda Gibbs*

**TSP AND YOUR RETIREMENT**

**An important part of your retirement is the contributions you make to your TSP account.**

The Thrift Savings Plan (TSP) is a retirement savings and investment plan for Federal employees and members of the uniformed services. It was established by Congress in the Federal Employees' Retirement System Act of 1986. It offers the same types of savings and tax benefits that many private companies offer their employees under 401(k) plans.

The TSP provides many advantages, including:

- 1) automatic payroll deductions
- 2) a choice of investment options, which include professionally designed lifecycle funds
- 3) low administrative and investment expenses
- 4) agency contributions, if you are covered by the Federal Employees' Retirement System (FERS)
- 5) under certain circumstances, access to your money while you are still employed by the Federal Government
- 6) a beneficiary participant account established for your spouse in the event of your death
- 7) a variety of withdrawal options.
- 8) A choice of tax treatments for your contributions.

If you are covered by FERS, the TSP is one part of a three-part retirement package that also includes your FERS basic annuity and Social Security.

If you are covered by the Civil Service Retirement System (CSRS) or are a member of the uniformed services, the TSP is a supplement to your CSRS annuity or military retired pay.

The benefits differ depending on your retirement system (FERS, CSRS, or uniformed services). If you aren't sure which retirement system covers you, check with your personnel or benefits office. Regardless of your retirement system, participating in the TSP can greatly increase your retirement income.

**Starting early is very important. It gives the money in your account more time to increase in value through the compounding of earnings. Making a 5% contribution gets you the full agency match under FERS.**

If you're a FERS employee hired (or a FERS or CSRS employee rehired) after July 31, 2010, your agency has automatically enrolled you in the TSP, and 3% of your basic pay is deducted from your paycheck every pay period and deposited in your TSP account, **unless** you elected to stop or change your contributions. If you're FERS, you also get contributions from your agency, so the total automatic contribution to your TSP account is 7% every pay period.

If you're a FERS employee hired before August 1, 2010 and are not contributing your own money, you still have a TSP account with accruing Agency Automatic (1%) Contributions. You should contribute your own money and receive agency matching money. You have to make a contribution election through your agency to start contributing your own money to your account and to receive Agency Matching Contributions

If you're a CSRS employee or a member of the uniformed services, you have to make a TSP contribution election through your agency or service to establish a TSP account. You do not receive agency contributions. The TSP Contribution Election TSP

contributions are payroll deductions. You have to make a "contribution election" through your agency or service to:

- 1) start your contributions if you were not automatically enrolled;
- 2) increase or decrease your contributions if you were automatically enrolled;
- 3) change the amount of your employee contributions or their tax treatment (traditional or Roth);
- 4) stop your contributions.

Be sure to ask your personnel office whether your agency handles TSP enrollments through paper TSP forms OR electronically through automated systems. You can get copies of these forms from the TSP website (tsp.gov) or from your agency or service. Return completed forms to your agency or service, not to the TSP. Your agency needs your information to set up your payroll deductions. Your election should be effective no later than the first full pay period after your agency or service receives it.

**THE NCRLCA HISTORICAL  
COMMITTEE.**

We need your help in locating materials to complete the story of our N.C. Rural Letter Carriers' Association. We are in the process of updating our history from 1964 and 1986 to the present.

We are seek interesting stories, vintage photographs, items used by rural carriers to deliver mail throughout the years, vintage post office items, etc. We are planning on providing an impressive display at the State Convention in Cherokee, NC; so please bring anything you may have collected to share with everyone who attends. Please write a brief history or story about your item.

We would also appreciate volunteers to help us interview older members throughout our state. We need to collect this information from our members before their knowledge is lost to us. We should be proud of our service to the North Carolina residents and take this opportunity to tell our story. Please feel free to contact any of us with questions or information.

James V. Comer, P.O. Box 2681, Sanford, NC 27331-2681;  
Ronald Lineberger, 3668 Startown Road, Maiden, NC 28650-8722; or  
C. Harold Knight, 738 Stone Mountain Road, Stoneville, NC 27048-7689

We look forward to hearing your stories and hope you will help us gather this information. Thank you.



# New Attack On Our Healthcare

...le there has been a new attack on our benefits. **S. 2051**, The Improving Postal Operations, Service and Transparency (iPost) Act of 2015 was filed September 17 by Senator Thomas R Carper, D-DE, ranking member of the Senate Homeland Security and Governmental Affairs Committee. Carper is a key figure in driving postal reform efforts.

The bill creates a new Postal Service Health Benefits Program (PSHBP) within the FEHBP. This program is to be administered and implemented by OPM for all postal employees and annuitants. The bill requires a full Medicare integration for all Medicare-eligible postal annuitants and employees; this includes parts A, B and D.

The bill would require postal retirees to enroll in Medicare Part B in order to continue receiving their current health insurance coverage through the Federal Employees Health Benefits Program. This provision would increase total health insurance premiums paid by postal retirees, who would have to pay both full Medicare Part B and FEHBP premiums. Richard G Thissen, President of NARFE stated "Postal retirees earned their health benefits throughout long careers of service. They should not be required to pay for additional health insurance coverage as a condition of continuing to receive those benefits."

The bill would also reduce the injured federal workers' compensation benefits by 25-33 percent for all federal workers at retirement age and eliminate the supplemental benefit for injured workers with children or other dependents. These provisions would apply to injuries that occurred after the date of enactment of the legislation.

If the bill passes, injured employees would not be afforded the level of income security they would have earned had they been able to continue working. According to the Government Accountability Office, federal workers disabled as part of their service would receive up to 35 percent less in retirement income if they had not been injured and retired after 30 years.

**S. 2051** also requires the Postal Service's current financial condition to be considered by arbitrators during contract disputes.

There are three other bills working their way through the congress that are good for us and the Postal Service.

**H. Res. 12:** Expresses the sense of the House that the Postal Service should take measures to ensure continuation of six-day delivery. As a resolution, it will not be sent to the President and, therefore, cannot become law. Rep. Sam Graves, R-MO.

**H.R. 784:** Protect Overnight Delivery Act. Repeals the service standards implemented by the Postal Service on 1/5/15 and directs the Postal Service to reinstate service standards in effect on December 31, 2011. Rep. Rosa DeLaura, D-CT.

**S. 1742:** Rural Postal Act of 2015. Returns to service standards of July 2012, preserves six-day delivery, puts a two-year moratorium on plant closings and has mitigation procedures for closures and reductions in hours of rural post offices. Sen. Heidi Heitkamp, D-ND.

**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? 2016 is an election year and one of our Senators seat is up this year as well as every member of the House. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.**

NC Membership 4842  
NC PAC Donors 72 (1.48%)  
Members missing 4770 (98.52%)

1.48% 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.

Thank you.

**Send PAC Donations to:**

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

Phone: 252-792-6614

Cell: 252-809-2144

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

For internet security; when emailing,

Subject line should read "PAC"

**Federal Campaign Finance Laws require me to tell you that I cannot accept more than \$5000 a year from any individual for our PAC.**

**How Can I Contribute?**

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



# **2015-2016 PAC**

## **Donor List**

### **SAPPHIRE Level (\$2000+)**

Danny Caudle  
Dennis Conley  
Jeanette Dwyer

### **RUBY Level (\$500-999)**

Ken Frazier  
Bryan Hudgins  
Sue Ligon  
Brenda Prevatte  
Barbara Smith

### **ELITE Level (\$250-499)**

Doug Byrum  
Van Carter  
Michael Caudill  
Sally Corriher  
Chris Derrick  
Brenda Gibbs  
Derek Harpe  
Van Heath  
Robin Hoyle  
Brenda Johnson  
Christine Laney  
Reggie Neal  
Mitch Reece  
Dale Sain  
Brenda White

### **EXECUTIVE Level (\$100-249)**

Kerry Carawan  
Jeff Essick  
Phillip Fulwood  
Vicki Gray  
Robert Gurganus  
Bonnie Johnson  
Mary Josewitz  
Carl Kelly  
Janet Kight  
Melissa Liverman  
Kim Ranker  
Cecil Reaves  
Roger Southern  
Alfred Stallings  
Betty Westbrook  
Joseph Whitley

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Joe Collins Jr  
Nancy Hargrave  
Debra Hines  
Frank Hines  
Glenn Johnson  
Victoria Keathley  
Connie Lindsay  
Jadwiga McClelland  
Norbert Mildner  
Roberta Rauen  
Arles Taylor  
Michelle Vance  
Peggy Vance  
Ann Voliva  
Kathy White

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

Thomas Adams  
Shirley Alston  
Curtis Bahr  
Bobbie Battle  
James Brooks  
Cynthia Bunch  
Lorena Craig  
Kay Elswick  
Grayling Harrington  
Wanda Herring  
Cathy Hogan  
Thelma Lea  
Mark McKendree  
Johnice Perry  
Ellen Reavis  
William Richardson III  
Sherrie Stephens

## **NRLCA-PAC FAQs**

### **Who does the NRLCA-PAC support?**

The NRLCA-PAC plays a key role in representing our interests on Capitol Hill by supporting key Senators and Representatives. NRLCA-PAC financially supports:

- Members who are friendly to our positions
- Legislators who serve on committees with jurisdiction over issues important to NRLCA
- Congressional candidates who could support our causes, if elected

The money contributed to NRLCA-PAC aids in each Member's election campaign committee. Campaigns, in turn, use the money to send mass mailings, purchased TV and radio ads, fund "Get Out The Vote" efforts, and support their colleague's campaign efforts.

### **Why Give to PAC?**

The NRLCA-PAC helps make the lives of Rural Letter Carriers better.

In the past, PAC contributions successfully aided in the defeat of efforts to restrict collective bargaining, made sure single piece parcels remained in the market dominant category, and scuttled three anti-labor amendments.

It is extremely important as the 114th Congress begins, that we continue to support our PAC. Currently your PAC contributions are being used to stop the Postmaster General's overreach and fighting to maintain 6-day delivery. In addition to their work in fighting for 6-day mail service, our Government Relations team is also continuing to monitor other issues of importance to NRLCA members such as Government Pension Offset, Windfall Elimination Provision and Premium Conversion. Your PAC contributions will give us the resources that are needed to effectively educate members of Congress on these very important issues.

In order to ensure that our voices are heard from now through the next election in November of 2016, NRLCA-PAC must begin preparing now. If you are already a PAC member, thank you for your contribution and please keep contributing. If you are not yet a PAC member and would like to be, or would like more information on PAC, please feel free to contact your state PAC Chair.

### **How Can I Contribute to PAC?**

The following are ways to contribute to the NRLCA-PAC:

#### **PAC Withholding / EFT**

Become a supporting member of the NRLCA-PAC by signing up for Withholding or EFT! Both of these donation methods provide an easy way to automatically contribute to PAC each month.

Additionally, by knowing how many contributions are coming in advance, Withholding and EFT donations provide an invaluable guideline for the Governmental Affairs Department when budgeting for campaign donations. You can choose to donate as much as you would like, while continuing to donate at local and state meetings.

Withholding deducts donations from each paycheck, using a payroll allotment through the PostalEase system. This is a bi-weekly contribution and is available to all active NRLCA members.

#### **Electronic Funds Transfer (EFT)**

EFT uses a checking account to make a once monthly donation to the PAC. This option is much like using a debit card at the store and will be deducted from your account on the 5th of each month. All you need to sign up is a voided check (no business or farm account checks can be accepted). EFT is available to all active and retired members.

#### **Steward Withholding**

If you receive a check from the NRLCA, you can elect to have an amount deducted from each paycheck. Please contact the National Office for information.

#### **Credit Card Donations**

After National Convention 2015, all PAC Chairs and Vice-Chairs will be able to collect credit card donations. You can also contact the PAC manager at the National Office to make a contribution over the phone.

## North Carolina District Representatives

### Mid-Carolinas

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## Area Stewards

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### Greensboro

**Daniel Caudle**  
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**Gail Naillon**  
336-504-3519  
**Brenda White**  
252-339-7792

### Mid-Carolinas District Representative

*Sally Corriher*

#### Leave Year

2015 is coming to a close very quickly. That means the leave year will be ending very soon. Regular rural carriers may carry over 55 days of annual leave. If you have more annual leave days than the 55 days you can carry over, you should have already been discussing with management about taking those days. It is never wise to wait until the end of the year, with the shortage of RCAs we sometimes have a difficult time getting those necessary days off. I also know we have difficulty getting annual days approved all year long because of the shortage of leave replacements, but talking to management is what we must do so our days off can be scheduled. If you are having any issues getting

the leave needed, please call me or the ADR assigned to your area. No annual leave days should be forfeited for any reason. **The leave year ends on January 8, 2016.** That is the target date for using any annual days over 55 days you can carry over. The new leave year begins on January 9, 2016/PP 02, but the advanced leave days will not show on our checks until January 29, 2016/PP 03.

#### Mail Count

Article 9.2.C.3.a.(4) of the National Agreement states that unless the parties agree otherwise in a new contract agreement, in 2016, a national mail count will be conducted for 12 working days beginning March 12 and ending March 25, 2016. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count. This could change if both the Union and the Postal Service agree to something different. Just be aware a mail count is scheduled

under the current contract we are operating under. You will be notified of all changes as they occur.

### **Edit Books and 4003s**

In our last state paper Bethany Small explained how important it is for edit books and 4003s to be submitted in a timely manner. I want to again emphasize to you that you must not wait 3 months or longer for edit book and 4003 changes to show up. Ask management for a current 4003 and if it is not accurate, ask them to immediately make corrections and submit the new 4003 to the District. If this does not happen call me, the ADR assigned to your area, the area steward assigned to your office, or talk with your local steward. This issue of adding new boxes to your route must be handled timely. Your 4003 determines the evaluation and your rate of pay. It is vital that you ensure that you are credited for the miles and boxes that you deliver every day.

## **Greensboro**

### **Assistant District Representative**

*Jeff Essick*

### **The Mobile Delivery Device (MDD) or scanner, Accurate Scanning and the importance of doing our job properly**

Accurate scanning mail when and where it is actually delivered provides data integrity to our customers. Performing our job properly is the only way to give SERVICE to our customers.

#### ***Q. What is Predictive Mail Delivery and why must I scan a package when and where it is delivered?***

**A.** Predictive Mail Delivery is new technology that will notify a customer when a package will be delivered. Our customers want to know where their package is located and when it will be delivered. In order to meet the customers' expectations, we all must scan accurately every time. Just scanning the barcode is not enough. The scanner (MDD or Mobile Delivery Device) **MUST** be taken with you to the door. When delivering a package to the door, scanning it **AT THE DOOR** is the **ONLY** option. You **MUST** scan the package **AT THE DOOR**, not in your vehicle.

The MDD contains a very accurate Global Positioning System (GPS) which "pings" the device every second. Where the scanner is located when you scan an item is more important than ever before. Currently, management can view when and where a package was delivered, including time, address and location (front door, side door, porch, etc.) information. If you scan a package in the vehicle and then leave it at the door, you are not capturing the correct data. The customer will know exactly where to find their package if we scan properly. Coming soon, the USPS automated system through Predictive Mail Delivery, will send a notification to the customer informing them the approximate time that their package will be delivered (within a one hour window). Consistent mail delivery will allow more accurate time of delivery estimates.

Rural carriers must record all Lunch, Breaks, Deviations, etc. on the 4240 (Trip Report), especially since management can locate you at any time during the day by pinging your scanner. They can even track where you have been, how long you were sitting still and how fast your vehicle was traveling.

The next time management tells you to "*Hurry up and get out, get back by 5*", remember you will ultimately pay the price if you don't do your job properly and if you rush and do things unsafe. Stay off of your phone. No Bluetooth devices or ear buds can be used either. It can wait. Also, management should not be calling or texting you while you are delivering mail.

Remember, the scanner gives our customers the information they want in today's electronic age. The scanner also allows management to monitor our every move and insure that we are performing our job properly **AT ALL TIMES**. Not only can management monitor us, but a large amount of our customers now have home security video cameras and can monitor us while we are delivering their mail/packages. Don't risk losing your job for hurrying, cutting corners, taking short-cuts or talking/texting on your phone. Please be safe and have happy Holiday Season. Your family wants you to come home safe every day and so do we.

***Have a Merry Christmas and a prosperous  
New Year!***

## South Atlantic Conference (SAC)

The 39<sup>th</sup> annual meeting of the South Atlantic Conference will be held January 23-25, 2016 at the Crowne Plaza Hotel, 1325 Virginia Avenue in Atlanta, Georgia. Room rates are \$94.00 plus tax. Parking is complimentary if you are staying at the hotel, but there is a fee of \$6.00 each time you enter, if you

stay off site. The cut-off date for reservations is January 7, 2016 in order to be eligible for the group rate. The reservation number is 888-233-9527 between the hours of 7AM and 11PM. This hotel is now a member of the IHG Group. Please ask for the SAC group rate. If you have problems with reservations, contact your SAC Board Member.

Our goal is to provide the membership with as much of the latest information possible concerning our craft. We provide this information through seminars, invited speakers from craft and management and through Q&A sessions. The conference provides you with a unique opportunity to spend time with and talking with your National Board.

Registration will be open from 10 a.m. Saturday through Monday's session. The Atlanta Postal Credit Union (APCU) will hold its annual meeting Saturday afternoon (see invitation on next page) and encourages SAC attendees to attend.

Buses to the APCU meeting will begin at 12:00 p.m. and will return attendees to the Crowne Plaza following the meeting. For those wishing to drive, directions will be available at registration.

Seminars will begin at 6:30 p.m. Saturday night and continue throughout the weekend. There will be a Worship Service Sunday morning at 8:30 a.m. followed by the opening session at 9:15 a.m. Sunday's agenda includes representation from Atlanta Postal Credit Union, National General Insurance, Rural Carrier Benefit Plan, Legislative Staff, Legal Counsel and PAC. NRLCA President, Jeanette Dwyer will address the conference Sunday afternoon and members of the National Board will be available for a Q&A. **Something new this year...we have a seminar for RCAs and their issues planned.** It will be conducted by the NRLCA Director of Steward Operations, David Heather, with a Q & A to follow. We will once again have seminars on retirement, TSP and a seminar for retirees on health benefits.

Monday's session will begin at 8:30 a.m. with remarks from USPS Managers and one of your NROs followed by a Q&A session, paneled by the USPS Management in attendance and our National Board Members. The conference will adjourn no later than 12:00 p.m.



**North  
Carolina at  
the NRLCA  
National  
Convention  
in Reno, NV  
August 2015**



Atlanta Postal Credit Union  
A TRADITION OF SERVICE

## Please Join Us for APCU's Annual Meeting!

Atlanta Postal Credit Union's 91st Annual Meeting will soon be here. Join us on Saturday, January 23, 2016. The meeting will convene at 2:00 PM.

**This year's Annual Meeting will be held at the beautiful Atlanta Airport Marriott Gateway, located just behind the Georgia International Convention Center. The address is 2020 Convention Center Concourse, Atlanta, GA 30337.**

We have invited a very special speaker to set the stage and kick off this year's Annual Meeting – Vallie Collins. Vallie was a passenger on US Airways Flight 1549 that landed in New York's Hudson River on January 15, 2009. Vallie will share the details of her experience during the flight and rescue of the event that has become known as the 'Miracle on the Hudson'. In addition, she will share key learnings from the experience that will hopefully inspire and motivate all to treasure each and every day because 'every day is a lucky day'! Her presentation will be entertaining and appropriate for the entire family.



Donald A. DeCinque  
President and CEO

We invite you to come to the meeting to learn more about your credit union, reconnect with fellow members and friends, and visit with APCU employees, directors and volunteers. As always, there will be cash door prizes for several lucky winners and mementos for all who attend.

Please join us for this very important event. If you are driving to the Annual Meeting, watch for APCU signs that will mark the way to the site of the 91st Annual Meeting. If you are attending the NRLCA South Atlantic Conference and staying at the Crown Plaza Hotel, transportation will be provided for you, via motor coach, to and from the meeting site.

We look forward to seeing you there! Sincerely,

*Don DeCinque*

Don DeCinque

President and CEO

**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](mailto:burr.senate.gov))  
217 Russell Senate Office Building  
Washington, DC 20510  
(202) 224-3154

Thom Tillis ([tillis.senate.gov](mailto:tillis.senate.gov))  
G55 Dirkson Senate Office Building  
Washington, DC 20510  
(202) 224-6342

**National Legislative Representatives**

**Congressional District 1:**

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**Congressional District 2:**

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**Congressional District 10:**

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**Congressional District 11:**

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**Congressional District 12:**

Alma Adams  
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**Congressional District 13:**

George Holding ([holding.house.gov](mailto: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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336-816-0999

**VICE PRESIDENT**

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**PAST PRESIDENT**

**MRS. SUSANNE REAVIS**

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336-957-2004

**JUNIOR BOARD**

**PRESIDENT**

**BLAYNE COPELAND**

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Camden, NC 27921-7668

**VICE PRESIDENT**

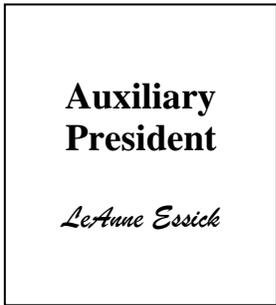
**CODY COPELAND**

106 Dogwood Lane  
Camden, NC 27921-7668

**SECRETARY/TREASURER**

**BOBBY DWYER**

305 W Oak St  
Lake Waccamaw, NC 28450



## Auxiliary News

Greetings to all of the North Carolina Auxiliary! I hope each and every one of you had a wonderful Thanksgiving and that you are looking forward to a special Christmas season with your family and friends.

On Saturday, November 14<sup>th</sup> at the Sheraton Four Seasons in Greensboro, NC the Auxiliary

came together for our Fall Booster meeting. It was great to see everyone there, and thanks for all of your support. What a wonderful group we have!

I would like to remind everyone about the South Atlantic Conference (SAC) that will be held January 23-25<sup>th</sup> 2016 at the Crowne Plaza Hotel in Atlanta, Georgia. I hope you all can make plans to attend.

The Auxiliary of the National Letter Carriers' Association currently awards 7 scholarships annually to children or grandchildren of rural carriers. The rural carrier parents or grandparents must be members in good standing of the Association and the Auxiliary in order for the child to be eligible.

**Applications may be obtained from state or national Auxiliary officers or on line at [nrlca.org](http://nrlca.org) (click on National & State Officers, click on NRLCA National Auxiliary, view, select and print the appropriate scholarship application). The application must be postmarked no later than March 1<sup>st</sup> in order to be considered. There are other requirements that are pertinent to each scholarship. Guidelines for eligibility are printed on the scholarship application form and must be met for consideration. The scholarships currently available are:**

[The Marie V. Mutchmore Scholarship](#)

[The Clara Garner-Burch Scholarship](#)

[The Olga Smith Scholarship](#)

[The NRLCA Auxiliary Discovery Scholarship](#)

[The National General Vehicle & Home Insurance Scholarship](#)

[The Mildred & Howard Shell Scholarship](#)

[The Delbert "Lucky" Clark Memorial Scholarship](#)

**I hope that North Carolina will have many young people check these out and apply. Good luck!!!**

*"And there were in the same country shepherds abiding in the field, keeping watch over their flock by night. And, lo, the angel of the Lord came upon them...And the angel said unto them. Fear not: for, behold, I bring you good tidings of great joy, which shall be to all people. For unto you is born this day in the city of David a Saviour, which is Christ the Lord. Glory to God in the highest, and on earth peace, good will toward men."* Luke 2: 8-14

***Merry Christmas  
& Happy New Year to you all !!!***

## NCRLCA Dues for 2015-2016

- 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 Vicki Gray, NCRLCA 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.

### December 2015

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
		1	2	3	4	5
					PAY DAY	
6	7	8	9	10	11	12
						PP-27
13	14	15	16	17	18	19
					PAY DAY	
20	21	22	23	24	25	26
				Christmas Eve	Christmas	PP-01
27	28	29	30	31		
				New Year's Eve		

### January 2016

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
					1	2
					New Year's Day PAY DAY	
3	4	5	6	7	8	9
						PP-02
10	11	12	13	14	15	16
					PAY DAY	
17	18	19	20	21	22	23
	Martin Luther King Day					PP-03
24	25	26	27	28	29	30
31					PAY DAY	

NCRLCA  
 424 WAPITI DRIVE  
 SPRING LAKE NC 28390-1562

**TIME SENSITIVE MATERIAL**

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

