



# NORTH CAROLINA RURAL CARRIER



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

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*Danny Caudle*

## President's Message

Recently, I was in an office where I had to execute the duties of a Steward. The Manager asked the RCA and me to come in and have a seat. Before he could ask the first question the phone rang and he was reminded by the caller that he was supposed to be on a telecom with the Postmaster. So now, his attention is not directed toward the PDI, but toward answering the Postmaster's questions. Various other problems that he had to handle arose during the interview. For a fleeting moment, I felt sympathy for him as he was being pulled in five different

directions at once.

Later in the day, as I was thinking about the events that had transpired, I realized that my sympathy was misdirected. Welcome to the world of the Rural Carrier who is pulled in 50 different directions each day. Do we not have to spend time each day making sure that each person on the route gets their mail? Do we not have to remember that "John Jr" has submitted a COA but that "John Sr" still lives there? Are we not "commanded" to be safe, "but you better be back by five?" Are we not constantly checking our mirrors to be sure a semi-truck is not going to plow into us? What about the seven accountable items we have to deliver? And, did we remember to bring out the vacation hold orders that are to be delivered today?

After we make it back to the office, we can breathe a sigh of relief. Or can we? There on the case is a note that states that the Edit Book must be submitted tomorrow with any changes to the route. If anyone should be stressed, it would be the Rural Carriers!

Because of all this stress and the demands of the job, we need the NRLCA. Any of us can find answers to questions if we ask the right person or look in the right place. I am asking each person reading this article to make a commitment to yourself and your fellow Rural Carriers to become more active in the association. Many have never attended a District Meeting or voted for delegates to the National Convention. Many offices have never had one carrier attend a local District Meeting. A vast majority of the Rural Carriers in North Carolina have never taken the time to be present at Mail Count Training Seminars.

Please take a few hours out of your yearly schedule and attend Union Meetings. Doing this will help you with your career at the Postal Service.

Ending with an update, I wanted to let you know that recently, Lynn Shoe, one of our executive committeemen, resigned from this elected position. He stated that the reasons were personal. The State Board has asked Derek Harpe to complete Mr. Shoe's term and he has agreed to do so.

**North Carolina Rural Letter Carriers' Association  
Officers**

**PRESIDENT  
DANIEL CAUDLE**

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Pfafftown, NC 27040-9618  
Phone 336-924-0966

**VICE PRESIDENT  
MITCH REECE**

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

**SECRETARY/TREASURER  
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**

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

**SAFETY**

**DEREK HARPE**  
781 Baltimore Road  
Advance, NC 27006-7817  
Phone 336-998-5263

**FEHB**

**AUDREY SOLOMON**  
333 Jeribec Drive  
Willow Springs, NC 27592-8093  
Phone 919-639-0767

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		

**Appointed Officers**

**CHAPLAIN**

**DOUG BYRUM**

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

**HISTORIAN**

**ROBERT A GURGANUS**

1573 Gurganus Road SW  
Shalotte, NC 28470-5418  
Phone 910-269-8364

**P.A.C. CHAIRMAN**

**VAN HEATH**

25722 US Highway 64  
Jamesville, NC 27846-9272  
Phone 252-792-6614

**AUTO-HOME INS. REP.**

**BRIAN HAMLETT**

7668 NC Highway 62 N  
Blanch, NC 27212-9257  
Phone 336-514-7406

**PROVIDENT GUILD**

**HAROLD KNIGHT**

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

**PAST PRESIDENT**

**DALE SAIN**

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

**WEB MASTER**

**Jeff Essick**

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

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

**VICKI GRAY**  
424 Wapiti Drive  
Spring Lake, NC 28390-1562

**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 “Junior” Mattson Rhodes**, age 89 of Madison, NC passed away on July 25, 2015. He was born in Stokes County on July 30, 1925, to William M. Rhodes, Sr. and Carrie Knight Rhodes.

Mr. Rhodes was a World War II veteran and a retired rural letter carrier. Mr. Rhodes was a member of the NRLCA for over 55 years.

William is survived by his daughter, Connie Rhodes Vernon; a granddaughter, Heather Veron Parrish; a sister, Rosa Gann and many nieces and nephews.

## FALL BOOSTER

**This year’s fall booster will be held on  
Saturday, November 14, 2015.**

**It will be at the  
Sheraton Hotel at 4 Seasons  
3121 High Point Road  
Greensboro, NC 27407  
Telephone # 336-292-9161**

**Registration will begin at 7:30  
Joint session will be at 8:30.**

**Room rate is currently at \$129.00.  
We have no guarantee on the room rates.  
Rooms will be sold at whatever  
the current rate is at the  
time the reservation is made.**

## Chaplain’s Message Doug Byrum, Chaplain

### “God is Able”

#### Read Exodus 3:1-10

The angel of the Lord appeared to [Moses]  
in flames of fire from within a bush.

*Exodus 3:2 (NIV)*

Frustrated by feelings of uncertainty, I cried out to God: *What do you want me to do?* I’m trying to be useful, but I am not sure I’m using my time and talents in the best way! Through I volunteer at church and in my community, I thought perhaps I was missing something. *How do I know if I’m on the right track? How can I be sure I won’t miss God’s call?*

In the midst of my prayer, an image of a burning bush came into my mind. I remembered how God came to Moses while Moses was tending sheep in the wilderness. Though Moses was far away from his homeland, God found him, using a burning bush to get his attention, and then told him exactly what to do. God met Moses right where he was and spoke in words that he could understand.

I felt relief as I realized that God knows where I am too. If there is something else I should be doing, God is powerful enough to let me know. I don’t need to fear I’ll miss it, but I can rest in the truth that God knows how to reach me ~ perhaps through a phone call from a friend, an announcement, a news story, or another burning bush! Whatever method God chooses, I can trust that God is able to communicate clearly to me the next step on my journey.

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

**Prayer:** Dear Father, thank you for knowing where we are and for calling us to help you as you work in this world. Amen.

**Prayer Focus:** THOSE WHO DESIRE GUIDANCE

## SAFETY

Have you noticed more aggressive drivers on the highways these days? Unfortunately, this seems to be the norm instead of the exception. Our roads are filled with those who appear to have a “chip on their shoulder”. This behavior is a danger to all motorists, especially those of us who carry the mail. How do we combat these ill-mannered drivers?

Firstly, by being courteous drivers. **COURTEOUS DRIVING IS SAFE DRIVING!** We should never be in such a rush when we leave the mail box that we cause drivers approaching from the rear to slam on their brakes. This rude behavior may cause some drivers to become angry and put you and other drivers in danger. Secondly, be vigilant and on the lookout for aggressive drivers. Make sure they see you by pumping your brakes. The brake lights going on and off, along with the flashing amber light, will help alert them of your presence. Remember, being courteous, even to the aggressive motorist, can go a long way in calming their behavior.

We never know what is going on in the mind of the other driver. We can only account for ourselves. Since that is the case, we should clear our mind of all that will distract us from carrying the mail in a safe manner. We should always plan for the unexpected. Properly securing the vehicle when dismounting for a parcel or an accountable item will keep our customers and us safe. The transmission should be in the park position, the parking brake set, the wheels curbed, the engine off, and the key removed from the ignition. Also, be sure to lock the vehicle if you should be out of sight of it for any length of time.

In addition, we should be careful not to get ourselves into a position where we have to back our vehicle unless absolutely necessary. If there is a place on your route where you must back each day, then be sure it is noted on the PS Form 4003. Each place we back should be on our line of travel.

Do not think that you will be saving time by backing 50 feet to put mail in a box that was missed. Follow the proper rules and either dismount and complete delivery or turn around and retrace

Many things can change behind us in five seconds of time, so it is better to be irritated with ourselves than to be regretting a backing incident.

In actuality, this is also courteous driving. When our customers see us being safe in this manner, it will reflect positively on us as individuals, and on the Postal Service as a whole.

We are approaching the busiest time of the year for us as carriers. Diligently follow the safety rules and the laws of the road. Do not allow yourself to get into such a rush that you forget to be a safe driver.

## Auto-Homeowners' Insurance Update

*Brian Hamlett*

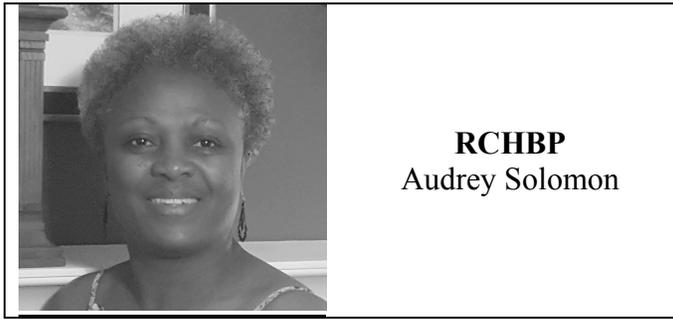
Hello, my name is Brian Hamlett and I have been appointed the Auto-Home Insurance Representative for the coming year. I am taking over for Brenda Gibbs who has recently been elected to our State Executive Committee.

Congratulations to all of our newly elected Board members. I have been with the Postal Service for 18 years and a proud Association member from the beginning. I currently serve as Sec/Treasurer for Caswell Dist. 14 and Local Steward in Yanceyville, NC.

As I acquaint myself with the Auto and Home Insurance Program, I would like to share with you some information from the NCSHP Officer who addressed us at our State Convention in High Point last year. NC Law states that if you are in a legal passing zone that you must assist any motorist attempting to pass you (NC G.S. 20-149).

We deal with passing cars every day and must take it upon ourselves to be extra cautious. Injuries and property damage aside, an accident can lead to premium increases or policy cancellation, not to mention discipline from the Postal Service. That's a problem none of us need.

I look forward to serving you in the upcoming year.



For additional information about Self Plus One visit: [www.opm.gov/healthare-insurance/special-initiatives/self-plus-one](http://www.opm.gov/healthare-insurance/special-initiatives/self-plus-one).

Make an informed decision by comparing plans that are available to you. Visit: [www.opm.gov/healthcare-insurance/healthcare/plan-information/premiums](http://www.opm.gov/healthcare-insurance/healthcare/plan-information/premiums).

This visit may save you money and give you the options that you are your family need.

## GETTING READY FOR UPCOMING 2015 FEHB OPEN SEASON

## BE PREPARED FOR THE 2015 FEHB OPEN SEASON.

Open Season will start November 9, 2015 and end on December 14, 2015. Changes made to 2015 FEHB will become effective January 1, 2016. This will be the only time to make changes (not including Qualifying Life Events (QLE)) to your policy or change your insurance company.

QLE are events which include marriage, divorce, birth, death or change in employment status whereas you can change your health coverage outside of the Open Season. You have up to 60 days from date of the event to make changes. For more information on QLE visit: <http://liteblue.usps.gov/qle>.

A new enrollment plan was outlined in The National Rural Carrier Magazine, August 2015 issue, written by Larry Waligora (Manager of Health Programs). The program is called Self Plus One Enrollment. This program has been added to the the FEHB programs' Self Only and Self and Family enrollment plans. Eligible family members under this new option are:

- \*Spouse (including same-sex spouse and valid common law marriage)
- \*Child under age 26 including:
  - Recognized natural child
  - Legally adopted child
  - Stepchild (including child of same-sex partners in some states)
  - Child aged 26 or older who is incapable of self-support because of mental or physical disability that existed before he/she reached the age of 26
  - Foster Child who meets certain requirements including your signed certification

For more information member eligibility visit: [www.opm.gov/healthcare-insurance/healthcare/reference-materials/reference/family-members](http://www.opm.gov/healthcare-insurance/healthcare/reference-materials/reference/family-members).



**The Office of Personnel Management has announced a rare event. There will be an open season in the near future for the Federal Employees' Group Life Insurance Program (FGLI).**

FEGLI life insurance open seasons are extremely rare. The most recent FEGLI open seasons were held in 2004 and 1999.

OPM has announced an open season for FEGLI for **September 01 through September 30 2016**. I know that's a whole year away. But now is the time to review what life insurance elections that you have made, what's being offered in 2016 and what changes are occurring at that time.

Federal employees who are eligible can select FEGLI life insurance or increase their insurance by submitting an election form to their human resources office. The effective date for these changes to FEGLI coverage will be delayed one full year to the beginning of the first full pay period on or after October 1, 2017.

However the new FEGLI rates are effective January 1, 2016. I have included the new rates on the charts below. Option A and B show a reduction for those under age 60.

Employee **Basic Insurance** (per \$1,000 of insurance) The US Postal Service pays the Employee share plus the Government share for its eligible employees. The premiums for compensationers who are paid every four weeks are two times the biweekly premium.

**Option A** (for \$10,000 of insurance) The premiums for compensationers who are paid every four weeks are two times the biweekly premium.

Age Band	Bi-Weekly	Monthly
<35	\$0.20	\$0.43
35 – 39	\$0.30	\$0.65
40 – 44	\$0.40	\$0.87
45 – 49	\$0.70	\$1.52
50 – 54	\$1.10	\$2.38
55 – 59	\$2.00	\$4.33
60 +	\$6.00	\$13.00

**Option B** (per \$1,000 of insurance) The premiums for compensationers who are paid every four weeks are two times the biweekly premium.

Age Band	Bi-Weekly	Monthly
< 35	\$0.02	\$0.043
35 – 39	\$0.03	\$0.065
40 – 44	\$0.04	\$0.087
45 – 49	\$0.07	\$0.152
50 – 54	\$0.11	\$0.238
55 – 59	\$0.20	\$0.433
60 – 64	\$0.44	\$0.953
65 – 69	\$0.54	\$1.170
70 – 74	\$0.96	\$2.080
75 – 79	\$1.80	\$3.900
80 +	\$2.64	\$5.720

**Option C** (per multiple of insurance) The premiums for compensationers who are paid every four weeks are two times the biweekly premium.

Age Band	Bi-Weekly	Monthly
< 35	\$0.22	\$0.48
35 – 39	\$0.27	\$0.59
40 – 44	\$0.41	\$0.89
45 – 49	\$0.59	\$1.28
50 – 54	\$0.92	\$1.99
55 – 59	\$1.48	\$3.21
60 – 64	\$2.70	\$5.85
65 – 69	\$3.14	\$6.80
70 – 74	\$3.83	\$8.30

75 – 79	\$5.26	\$11.40
80 +	\$7.20	\$15.60

The following changes can be made outside of open season when a life changing event occurs or when a reduction or cancelation is requested by the employee. FEGLI life events are marriage, divorce, death of spouse, or acquisition of an eligible child. At this time an employee can enroll or increase coverage in Basic, Option A, up to five multiples of Option B, and/or up to five multiples of Option C. Form SF 2817 must be submitted to the human resources office within 60 days after the life event.

To carry FEGLI into retirement you must elect:

- 1) an immediate annuity (civil service or FERS)
- 2) 5 years prior enrollment with FEGLI
- 3) Must be currently enrolled
- 4) Have not converted your life insurance to a private policy.

For prospective retirees there is a video explanation of FEGLI including the basic life insurance and each option available at [myfederalretirement.com](http://myfederalretirement.com). This is an in depth video.

All information contained in this article was found at [opm.gov/retirement](http://opm.gov/retirement) and [myfederalretirement.com](http://myfederalretirement.com)

**New EMA Rate  
Effective October 3, 2015  
(Pay Period 22-2015)**

On September 16, 2015, the Bureau of Labor Statistics released the August 2015 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 199.431, a decrease from the May 2015 Index of 201.411.

Based on this release, the Equipment Maintenance Allowance for rural carriers will decrease by 5 cents to 68.5 cents per mile.

This EMA rate will be effective October 3, 2015.



# PAC Now Accepts Credit Cards

Effective immediately your PAC Chair is now accepting all major credit cards. You may now make a donation using your credit cards and debit cards at any meeting you see me at or you may call me and make a donation by phone. I have been asked for this for years and now thanks to our National Office obtaining Square Readers for all PAC chairs, we can do it.

Most of us rarely carry a check book anymore. We are all accustomed to pulling out those credit and debit cards to pay for almost everything we buy. That is no longer an issue. See me at any district meeting that I am able to attend or give me a call. We will get 'r done for PAC.

Many of us are just back from the National Convention in Reno, NV. The PAC Awards were given out there.

### Aggregate

1 <sup>st</sup> Ohio	\$63,605.59
2 <sup>nd</sup> Florida	\$53,468.34
3 <sup>rd</sup> Texas	\$45,877.67

### Per Capita

1 <sup>st</sup> Idaho	\$23.41
2 <sup>nd</sup> Ohio	\$14.94
3 <sup>rd</sup> Iowa	\$13.72

### Honorable Mention

Connecticut	Missouri (9) [3,438]
Georgia (7) [4,879]	<b>North Carolina (4) [4,668]</b>
Illinois (6) [4,009]	North Dakota
Kansas	Oklahoma (8) [1,866]
Michigan (10) [4,268]	Rhode Island
Minnesota	Virginia

States are listed alphabetically.

**We actually placed 4<sup>th</sup>** thanks to every one of the 209 members that donated this year. I hope that even more of the 4,459 rest of you will decide to support **YOUR** PAC in the 2015-16 PAC Year.

During the speech of our attorney; Michael Gann, he warned that unions are currently under attack and that there is an effort to roll back their power and their very viability.

Maintaining our benefits and our jobs, let alone obtaining improved benefits and wages depends on a successful lobbying effort. This can only be accomplished with a healthy PAC. The old method of giving a cash donation when you see your PAC chair is fine. Handing me a check or mailing one to me works, too. Now we have the added benefit of giving by way of credit and debit cards. The excuses for not donating to your PAC lessen every day.

**We desperately need your financial support to keep our lobbyists working on Capitol Hill and --- if you have not called your member of Congress and both Senators to voice your support of six day delivery; WHY THE HECK NOT? This IS an election year and one of our Senators is up as well as every member of the House is. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.**

NC Membership	4,668
NC PAC Donors	209 (4.48%)
Members missing	4,459 (95.52%)

4.48% 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: [yheath@embarqmail.com](mailto:yheath@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.**

## **PAC DONOR LIST**

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

Danny Caudle  
Dennis Conley

### **PLATINUM Level (\$1500+)**

Ronald Lineberger  
Brenda Prevatte

### **DIAMOND Level (\$1000+)**

James Comer  
Jeanette Dwyer  
Derek Harpe  
Van Heath

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

Heather Cook  
Sally Corriher  
Ken Frazier  
Phillip Fulwood  
Bryan Hudgins  
Eileen Jensen  
Sue Ligon  
Gail Naillon  
Debbie Neal  
Jimmie Reavis  
Dale Sain  
Barbara Smith  
Charles Stewart  
Frank Suttles  
Lonnie Thigpen

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

Lynn Adams  
Donald Ayscue  
Tom Brown  
Doug Byrum  
Louise Fulwood  
Brenda Gibbs  
Vicki Gray  
Robert Gurganus  
Stanley Howell  
Robin Hoyle  
Bonnie Johnson  
Brenda Johnson  
Carl Kelly  
Kelly Kenny-Futch  
Janet Kight  
Christine Laney  
Missi Liverman  
Reggie Neil  
Mitch Reece  
Clarence Rogers  
Rhonda Sears  
Brenda White  
Pam White  
Joseph Whitley  
Dianne Yost (APCU)

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

Jaymi Athey  
Bonnie Arsenault  
Debra Bennett  
Robert Black  
Joe Brown  
Adam Campbell  
Kay Carter (Aux)  
Chris Derrick  
Jeff Essick  
Kenneth Fuller  
Claire Glass  
Bob Greenwood  
William Hardy III  
Cathy Hogan  
Jerry Huffines  
Terry Huffines  
Mary Josewitz  
Harry Kirk  
Harold Knight  
Janet Leohr  
Connie Lindsay  
Diane Macadlo  
Mary Mangum  
Gary Miller  
Marlo Mobley

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

**(continued)**

Nancy Moose  
Jim Morrison  
Kenneth Nicholson  
Harold Norris  
Kim Ranker  
Cecil Reaves  
James Simmons  
Alfred Stallings  
Clyde Sweezy  
Rolin Thomas  
Dianna Valente  
Ann Voliva  
Doretha Wagoner  
Betty Westbrook  
Hugh Williams  
Pete Williford

**LEADERSHIP Level (\$50-99)**

Thomas Adams  
Gail Althoff  
Chris Barber  
Stanley Barnes  
Brenda Bateman  
Bobbie Battle  
Larry Blythe  
Dianne Boone  
Donna Boyd  
Ramona Brooks  
Cynthia Bunch  
John Byrum  
Marlene Cantler  
Dawn Chambers  
Dennis Conley  
Kay Elswick  
Sherri Garland  
Thad Gaylord  
Richard Hamlett  
Nancy Hargrave  
Grayling Harrington  
Priscilla Hedgepeth  
Cathy Hogan  
Glenn Johnson  
Angie Jones  
Judith Jones  
Rusty Jordan  
Victoria Keathley  
Leo Lavoie  
Allen Maloney  
Jadwiga McClelland  
Burton McGill  
Norbert Mildner  
Owen Moore  
Nancy Odham  
Norman Sandlin  
Mike Shue

**LEADERSHIP Level (\$50-99)**

**(continued)**

Bethany Small  
Roger Southern  
Linda Sweezy  
Kenneth Thompson  
Marcus Turner  
Teresa Warren  
Herbert Williams

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

George Anderson  
Diana Andrews  
Kim Atwell  
Bill Bailey  
Angela Bethea  
Tim Bowers  
Barbara Bradsher  
James Brooks  
Jennifer Brunson  
Alton Bryan  
Cynthia Bunch  
Vanessa Castillo  
Michael Caudill  
Everette Charboneau  
Joe Collins Jr  
Bonnie Copeland  
Fern Daniels  
Tracy Davidson  
Sandra Demurry  
Judy DiBacco (Friend)  
Everine Drake  
Vivian Earley  
Odessa Elliott  
Lola Erexson  
Janet Harris  
Terrie Hauck  
Mary Hill  
Donald Holland  
Ed Holloway  
Dianne Horne  
Richard Huddleston  
John Humphrey  
Nancy Hunnicutt  
Wanda Hutter  
Ruth Iannacchione  
Shala Judd  
Cynthia Klamer  
Georgia Kline  
Karen Klop  
Robert Kribs  
Lisa Lockey  
Sherry Lowry  
Deborah McPherson  
Nancy Mills  
Mike Misenheimer  
Linda Moore

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

**(continued)**

Sharon Moore  
John Naile  
Kathy Nicholson  
Virginia Patterson  
Denise Perri  
Marsha Rawls  
Ellen Reavis  
William Richardson  
Steve Rogers  
Donna Rose  
Susan Rowell  
Lilli Royter  
Rebecca Rumbough  
Laneechi Scott  
Brenda Sellers  
Richard Shoffner  
Sharon Skattie  
Audrey Solomon  
Debra Smith  
Christina Snipes  
Sue Swain  
Phermela Tann  
Kenny Thompson  
Michelle Vance  
Nancy Walden  
Rosalie Walston  
Xiomara Watkins  
Corey Widener  
Sallie Wilkes  
Herbert Williams  
Denise Perri-Wood

**Late Breaking News from the  
National Convention**

**2015 NRLCA National  
Convention PAC Winners**

**Aggregate Awards**

1<sup>st</sup> Iowa  
2<sup>nd</sup> Florida  
**3<sup>rd</sup> North Carolina**  
4<sup>th</sup> Virginia

**Per Capita Awards**

1<sup>st</sup> Rhode Island  
2<sup>nd</sup> Wyoming  
3<sup>rd</sup> Arizona  
4<sup>th</sup> Oklahoma

Thanks to all Delegates and  
Non-Delgates for making NC  
third in the nation. Well done...

## North Carolina District Representatives

### Mid-Carolinas

Sally Corriher  
PO Box 460  
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704-855-2629  
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## Assistant District Representatives

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## Area Stewards

### Mid-Carolinas

**Brenda Prevatte**  
910-738-8424

### Greensboro

**Daniel Caudle**  
336-692-0147  
**Brenda White**  
252-339-7792

### Mid-Carolinas

#### Assistant District Representative

*Bethany Small*

### The Edit Book and the 4003

The Edit book is used on Rural Routes to record changes in route delivery data, and this has been the method used by rural carriers since 1997. There have been procedural changes along the way, but the intent of the process remains the same – to keep the delivery data for rural routes current. The Route Summary Report at the front of the Edit book

will show not only information concerning the dates of the most recent update, but also the casing equipment used for the route and what the current values are for each delivery type for the route. This summary page is very important because short of counting each delivery in the book, it is the most accessible place where we can see the data as it added to the Edit Book.

At this point in time, we are currently asked to submit our edit books to local management on a monthly basis, and this submission coincides with a schedule that has been established at the district level in an attempt to regulate the flow of Edit books from the offices throughout the district into the Address Management Systems (AMS) department in Charlotte. Typically, when we receive our edit books back once they have been

processed and updated by AMS, it seems that we only have a day or two before we are required to turn them back in again! Several months ago, there was a fairly substantial back-log and at one point they were almost 3 months behind. In recent months however, AMS has been able to make significant strides in catching up, and there is currently an approximate turn-around time of 3-4 weeks. While this is a major improvement, it is still slightly longer than the initial expectation of approximately 15 days when Edit Books were introduced, but we are moving in the right direction.

When we are updating our Edit Books, the functions we are required to perform are integral to keeping our routes up to date. While the Edit Book is important for many reasons, it is not the form that determines how we are compensated. The “Official Rural Route Description” is also known as the 4003, and while most of us think of this form exclusively as a “Line of Travel,” the data listed at the top is also the basis for each route’s evaluation. The top section of the 4003 shows your route length, dismounts, dismount distances, box types, box counts, the route’s standard hours as well as the most recent date it was updated. Currently, local management takes the updates that each Carrier makes to their Edit Books, they update the route data on the 4003 and then it is submitted electronically to the District office. If this information is not current, meaning if the data on the 4003 is not the same as the totals from the Edit book, then it is a very real possibility that the route evaluation may not be correct. A recent requirement of the Mid-Carolinas district is that local managers include an updated 4003 when each Edit Book is submitted to AMS. This recent requirement has been incredibly helpful in ensuring that the route data used in determining the evaluation actually represents the route and the work that carriers are performing.

According to the PO-603, when a substantial service change, seasonal route change, or a change due to unusual conditions occurs, we should receive a copy of your PS Form 4003. While this may not happen in your office every time a substantial change occurs, it is not unreasonable to request a copy of the 4003 from time to time. This is especially true when a route is in a high-growth area or the route just seems to be in a constant state of change, which has become fairly typical for many of our more urban rural routes.

When we receive a copy of your 4003, there

First and foremost, we need to make sure that the line of travel is accurate based on the way it is routed in the Edit Book. We always want to make sure that we are running routes as they are routed, if this is not the case, then we need to discuss this discrepancy with a manager so that it can be corrected. Secondly, look at the length of the route and make sure that it is correct. Stewards are often contacted by carriers when it is discovered that their EMA has been incorrect for months! Making sure each route is properly measured is not only important so that we are paid the correct EMA, but also because those miles have value when calculating the evaluation of the route. Shorting a route on EMA may be causing the route to be under-evaluated. Thirdly, make sure that the box data is correct; check the residential and business totals as well as box types – while curb side boxes are worth 2 minutes in the standard hours, CBU’s are only worth 1 minute, not including Volume Factors. Making sure that the data accurately represents the route will make sure that you are receiving a fair day’s pay for a fair day’s work.

The Edit Book and the 4003 have inextricable relationship and a place in the life of EVERY rural carrier! It is imperative to understand this relationship so that we can understand our role in making sure our routes are kept up-to-date and that we are subsequently compensated properly. In contrast, think about how hard we are willing to fight for credit during mail count, often times for things that mean seconds or fractions of a second to an evaluation. Then think about the last time the mileage was tracked or the last time the PS Form 4003 figures were matched up to the figures on the Edit Book summary pages. Addressing discrepancies with the Edit Book and 4003 is usually far less contentious than Mail Count inquiries because the numbers don’t lie! Most managers are willing, able and capable of correcting issues and generally those corrections can be made fairly quickly. This is not an area where we can afford to misunderstand. If you have questions about your Edit Book and your 4003, you can speak to your Manager or you can contact your Steward.

I hope everyone has a happy Fall and don’t forget to be safe!!

## Greensboro District Representative

*Frank Suttles*

### News from the Greensboro District

#### **Important Upcoming Dates:**

**Mail Count**-September 17 thru September 30, last 12 working days of September, 27 routes to be counted in Greensboro District.

**Relief Day Work List (RDWL)**- Should be posted for sign up from September 26- October 9, with effective date of October 17, 2015.

**New Guarantee Period** begins October 17, 2015

**New Territory Assignments** for Area, ADR and DR stewards in Greensboro District

Effective 09/15/2015		
<i>Remember if Local Steward in office you must contact them first.</i>		
<b>Brenda White- Area</b>		
Zip Code	Office	Local Steward
27283	Enfield/Whitakers	
27837	Grimesland	
27889	Washington/Chocowinty	John Hartman
27909	Elizabeth City/Camden	Brenda White
27910	Ahoskie/Colerain	
27944	Hertford/Tyner/Hobbsville/Belvidere	
27957	Merry Hill/Roper	
27958	Moyock/Shawboro	
27962	Plymouth	Lelia Johnson
27976	South Mills/Sunbury/Corapeake	
27983	Windsor	
27986	Winton/Eure/Gatesville	
<b>Gail Naillon-PT-ADR</b>		
Zip Code	Office	Local Steward
27231	Cedar Grove	
27243	Efland	
27248	Franklinville	
27278	Hillsborough	
27298	Liberty/Staley/Julian	
27301	McLeansville	
27314	Prospect Hill	
27329	Yanceyville/Leasburg/Semora/Milton	Brian Hamlet
27507	Bullock	
27525	Franklinton	
27536	Henderson	

27541	Timberlake/Hurdle Mills	
27544	Kittrell	
27563	Norlina/Manson	
27565	Oxford	
27572	Rougemont/Bahama	Arnold Williams
27573	Roxboro	Gail Naillon
27581	Stem	
27587	Wake Forest/Rolesville/Youngsville	
	Durham	
27703	East Durham	Ed Holloway
27705	West Durham	
27707	Shannon Plaza	
27709	Research Triangle Park (RTP)	
27712	Eno Valley	
27549	Louisburg	
27589	Warrenton/Macon	
<b>Daniel Caudle-Area</b>		
Zip Code	Office	Local Steward
27009	Belews Creek	
27011	Boonville	
27018	East Bend/Siloam	
27024	Germanton	
27030	Lowgap	
27024	Mount Airy	
27040	Pfafftown	
27041	Pilot Mountain/Ararat	
27043	Pinnacle	
27046	Lawsonville/Sandy Ridge	
27045	Rural Hall	
27051	Walkertown	

27106	Westfield	
27052	Walnut Cove/Danbury	
	Winston Salem	
27114	Manor	
27116	North Point	Daniel Caudle
27117	Waughtown	Mitch Reece
27284	Kernersville	
27310	Stokesdale/Oak Ridge	Roger Southern
27320	Reidsville	
27358	Summerfield	
<b>Barbara Smith PT-ADR</b>		
<b>Zip Code</b>	<b>Office</b>	<b>Local Steward</b>
27501	Angier	Shawn Smith
27502	Apex	
27504	Benson/Coats	
27508	Bunn	
27511	Cary	Angel Phillips
		Harlan Greene
27520	Clayton	Audrey Solomon
27524	Four Oaks	
27526	Fuquay Varina/Holly Springs	
27529	Garner	
27545	Knightdale	
27546	Lillington	
27560	Morrisville	
27569	Princeton	
27576	Selma	
27577	Smithfield	
27591	Wendel/Zebulon	Karen Beagle
27592	Willow Springs	
	Raleigh	
27612	Hilburn	Art Young, Jr
27604	Brentwood	John Turner
27627	Avent Ferry	
27610	Sunny Brook	
27624	North Ridge	
27807	Bailey/Sims	
<b>Jeff Essick-ADR</b>		
<b>Zip Code</b>	<b>Office</b>	<b>Local Steward</b>
27006	Advance	
27012	Clemmons	
27013	Cleveland	
27017	Dobson	
27020	Hamptonville	Traci Perkins
27021	King	April Moser

27023	Lewisville	Lisa Deschler
27025	Madison	Charles Stewart
27027	Mayodan	
27028	Mocksville	
27048	Stoneville	
27054	Woodleaf	
27055	Yadkinville	
27239	Denton	
27260	High Point/Archdale	Leigh Huffman
27282	Jamestown	
27292	Lexington	
27313	Pleasant Garden	
27317	Randleman/Sophia	
27360	Thomasville	
27370	Trinity	
27371	Troy/Biscoe	
	Greensboro	
27401	Main	
27405	Summit	
27406	Spring Valley	
27407	Westside	
27677	Statesville	Debbie Smith
28603	Hickory	
28604	Banner Elk	
28605	Blowing Rock	
28607	Boone/Todd	
28609	Catawba	
28610	Claremont	
28618	Deep Gap	
28621	Elkin	
28622	Elk Park	
28626	Fleetwood	
28630	Granite Falls	
28634	Harmony/Olin	
28635	Hays/Traphill	
28636	Hiddenite/Stoney Point	
28637	Hildebran	
28640	Jefferson/Creston/Crumpler	
28642	Jonesville	
28643	Lansing/Warrens ville/Grassy Crk	
28645	Lenior/Hudson	
28651	Millers Creek/ Purlear	
28654	Moravian Falls, Ferguson, Boomer	
28655	Morganton	Gary Throneburg
28657	Newland	
28658	Newton/Conover/Maiden	
28659	N Wilkesboro/Wilkesboro	Renee Johnson
28670	Ronda/Roaring River	

28673	Sherrills Ford/Terrell	
28675	Sparta/Glade Valley/Ennice/Laurel Springs/Piney Creek	
28676	State Road/Thurmond	
28679	Sugar Grove	
28681	Taylorsville	
28683	Thurmond	
28689	Union Grove	
28690	Valdese/Connelly Springs	Sandra Throneburg
28692	Vilas/Zionsville	
28694	West Jefferson	
<b>Frank Suttles -DR</b>		
<b>Zip Code</b>	<b>Office</b>	<b>Local Steward</b>
27203	Asheboro/Ramseur	
27207	Bear Creek/ Goldston	
27208	Bennett	
27214	Browns Summit	
27215	Burlington	Brenda Gibbs
27229	Candor	
27233	Climax	
27235	Colfax	Mia Moran
27244	Elon	
27253	Graham	
27288	Eden	Tanya Smith
27299	Linwood	
27302	Mebane/Haw River	
27305	Milton	
27306	Mount Gilead	
27311	Pelham/Ruffin/Providence	Ken Frazier
27312	Pittsboro	Diane Gunter
27325	Robbins/Seagrove	
27330	Sanford	Karen McDuffie
27344	Siler City	
27349	Snow Camp	
27356	Star	
27376	West End/Jackson Springs/Eagle Springs	
27505	Broadway	
27510	Carrboro	Theresa Gallagher
27514	Chapel Hill	Kana Daniel
27559	Moncure	
27562	New Hill	
<b>Bryan Hudgins-ADR</b>		
<b>Zip Code</b>	<b>Office</b>	<b>Local Steward</b>
27522	Creedmoor	

27530	Goldsboro	
27542	Kenly	Gerald Aycock
27801	Rocky Mount	
27805	Aulander	
27806	Aurora/Edward/Blounts Creek	
27808	Bath	
27809	Battleboro	
27810	Belhaven/Pantego	
27812	Bethel	
27816	Castalia	
27824	Engelhard/Fairfield/Scranton	
27828	Farmville/Fountain	Jacqueline Lynn
27830	Freemont	
27831	Garysburg	
27834	Greenville	
27839	Halifax	
27844	Hollister	
27845	Jackson/Margarettsville/Pleasant Hill	
27846	Jamesville	
27850	Littleton	
27851	Lucama	
27852	Macclesfield	
27855	Murfreesboro/Conway/Como	
27856	Nashville	
27863	Pikeville	
27864	Pinetops	
27865	Pinetown	
27869	Rich Square/Woodland/Kelford	
27870	Roanoke Rapids/Gaston/Weldon	
27871	Robersonville/Hamilton/Oak City	
27874	Scotland Neck/Hobgood	
27882	Springhope	
27884	Stokes	
27886	Tarboro	
27888	Walstonburg	
27892	Williamston	
27893	Wilson/Elm City	
27897	Woodlland	
27925	Columbia	Melissa Liverman
27928	Creswell/Roper	Sue Cooper
27932	Edenton	Donald Ayscue
27942	Harrelsville	
27948	Kitty Hawk/Kill Devil Hills/Harbinger	
27959	Nags Head	Rhonda Sears

**NCRLCA Constitution**  
**Approved June 17, 2015**  
**Wilmington, NC**

**ARTICLE I**

**Name**

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

**ARTICLE II**

**Purpose**

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

**ARTICLE III**

**Members**

**Section 1. Member in Good Standing.**

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

**Section 2. Classifications**

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

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

Designation Codes 78, 74, 79);

5. Rural Carrier Reliefs (RCRs, Designation Code 75);
6. Auxiliary Rural Carriers (Designation Code 77); and
7. Rural Carriers in the Armed Forces of our country provided they were members when their duty began.

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

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

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

D. **Retired Associate Member.** Retired Associate membership is open to Associate Members who have retired on an annuity. Eligibility for Retired Associate membership expires on June 30 of the year following retirement. Failure to pay dues for one full membership year terminates Retired Associate

for reinstatement. Retired Associate Members shall not be entitled to vote or to hold elective or appointive office in the Association.

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

### Section 3. Restrictions.

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

### Section 4. Dues.

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

members shall be paid at the rate of .0032% of a 40 hour, Step C regular rural carrier's yearly pay. The rate will be determined as of January 1 prior to the beginning of each fiscal year and rounded down to the nearest dollar.

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

## **Section 5. Family Plan**

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

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

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

## **Section 6. Application.**

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

## **Section 7, Membership Year.**

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

## **ARTICLE IV Subordinate Units**

### **Section 1. Subordinate Units.**

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

### **Section 2. Officers.**

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

### **Section 3. Annual Report.**

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

### **Section 4. District Constitution and By-Laws.**

- A. All district Constitutions and By-Laws must be in harmony with the State and National Constitutions. The District units are

auxiliary to the State, and the State Association is Auxiliary to the National Association.

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

### **Section 5. Trusteeship.**

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

B. **Authority.** The trustee shall assume immediate control of the subordinate unit with full authority over all officers and property. The trustee shall act in such capacity for the duration of the trusteeship.

C. **Hearing.** A trusteeship hearing shall be held before a committee of three members within 30 days of imposing trusteeship. The members shall be selected as follows: one member selected by the State Board, one selected by the Board in trusteeship and a chairman selected by the other two members. The committee shall have sole discretion regarding the conduct and procedures of the trusteeship hearing. Only Bargaining Unit Members may serve on this committee. No member of this committee shall be chosen from the State Association or Unit in trusteeship, or from the National Board. The committee shall report its findings and recommendations to the President as soon as practical following the hearing. The State Board shall determine whether to continue or to terminate the trusteeship.

D. **Termination.** The affected subordinate unit may petition the State Board to terminate the trusteeship at six month intervals following the decision of the State Board. The board of the subordinate unit in trusteeship may appeal the decision of the State Board as provided in this Constitution. The State Board may terminate a trusteeship at any time.

E. Any party not satisfied with the decision of the President under Section 4 or 5 shall have appeal rights as provided under Article VII of the National Constitution

## **ARTICLE V Officers and Appointees**

### **Section 1. Officers and Appointees.**

- A. The officers of this Association shall consist of a President, Vice-President, Secretary-Treasurer, and an Executive Committee of three members.
- B. The Executive Board, with the exception of the Secretary-Treasurer, must be a regular rural carrier, Auxiliary rural carrier, or a legally appointed substitute rural carrier i.e. (sub 73,

RCA or RCR). No carrier on a retirement annuity, except the Secretary-Treasurer may hold any of the above mentioned positions. A retired carrier may fill the Secretary-Treasurer position for the first year of his/her retirement.

## Section 2. Duties.

### A. President

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

### B. Vice-President

absence of the President, and in case of death, resignation, disqualification or refusal of the President to discharge the duties of his/her office, the Vice-President shall become the President and serve until such time as his/her successor shall be duly elected and installed.

### C. Secretary-Treasurer

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

9. He/She shall pay to all delegates to the National Convention, except the National paid delegates, the amount designated in Article VII, Section 2 of the Constitution.
10. He/She shall notify all members of the time and place of the annual state convention at least (20) twenty days prior to the opening. He/She shall also inform the members at the same time concerning the procedure for nominating and electing officers of this association and the offices to be filled.
11. He/She shall perform such other duties as the Constitution may require of his office.

#### D. Executive Committee

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

### Section 3. Election.

- A. The nomination and election of officers shall be held annually. The election of officers shall be by secret ballot of elected delegates, and a majority of the votes cast by the delegates present and voting shall constitute an election.
- B. The President, Vice-President and Secretary-treasurer of this association shall be elected at each annual meeting for a term of one year, or until their successors are elected and installed. The President and Vice-President may be elected to two successive one-year terms. The Secretary-Treasurer may be elected to an unlimited number of one-year terms.
- C. One member of the Executive Committee shall be elected for a term of three years; an Executive Committee member may be elected to succeed himself.

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

### Section 4. Salaries.

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

equivalent at the end of the fiscal year (June 30). Any unused sick leave will be paid out at the current cash equivalent at the end of the employee's tenure as State Secretary-Treasurer. Upon retirement, sick leave will be paid according to established rules for all Postal employees. The Executive Board shall set aside, annually, an amount equal to the value of any unused sick leave at the end of the fiscal year.

C. The full-time State Secretary-Treasurer shall be considered in an official duty status during the entire State Convention and any State Booster meeting(s). The full-time State Secretary-Treasurer shall be considered in an official duty status at a National Convention only during the required Secretary-Treasurer Seminar and any travel days approved by the State President.

D. The full-time State Secretary-Treasurer shall be required to use annual leave or leave without pay, at the State Secretary-Treasurer's option, for any and all days spent on all National Committees, Task Forces, and/or Commissions. Saturday and Sunday shall not be considered as work-days missed and would not necessitate the use of annual leave or leave without pay.

E. The full-time Secretary-Treasurer will become effective September 1, 2007 (PP-19).

F. The State President shall be paid sub-hire at the 46K, Step 12 rate, unless his/her route evaluation is higher, for days used on association business up to fifteen (15) days per year excluding convention and booster meetings. The remaining members of the Executive Board, except the Secretary-Treasurer, shall be paid sub-hire at the 46K, Step 12 rate, unless his/her route evaluation is higher, for days used on association business up to ten (10) days per year excluding convention and booster meetings. All members of the Executive Board shall be granted sub-hire at 46K, Step 12 rate, unless his/her route evaluation is higher, for any special meetings that the Executive Board requires him/her to attend, excluding the Secretary-Treasurer, above and beyond the fifteen (15) and ten (10) days given.

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

B. The Secretary-Treasurer shall pay the President-elect the sum of \$100 to be used for miscellaneous expenses during the year.

C. Mileage will be paid at the current allowable IRS rate per mile by the nearest route open to public travel; the actual expenses for room shall be paid to all state officers, or a member designated by the State Board while on business for the State Association. Per Diem will be paid at the current NRLCA national rate (currently \$40 per day) to be paid on a quarterly basis. Two hours of a quarter will constitute payment for a full quarter, less than two hours no payment is due.

D. The Executive Board shall appoint an editor for the *North Carolina Rural Carrier*. The editor shall be paid \$3600 per annum for office rent and secretarial help and other expenses on the same basis as the State Officers to perform editorial duties as required by the State Board. If the Executive Board appoints a full-time NC RLCA employee as Editor no office rent or secretarial help will be due for the work performed.

E. The SAC officer(s) shall be paid for any necessary expenses incurred during the planning and the attending of the South Atlantic Conference.

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

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

H. The auto and homeowners' insurance representative shall be paid for any necessary

## Section 5. Expenses.

He/she shall receive compensation for attendance at the annual state convention or any other meetings where attendance is required on the same basis as the state officers.

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

### **Section 6. Removal.**

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

### **Section 7. Vacancy in Office.**

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

officer shall remain in office until the next State Convention. Should an officer retire to avoid detrimental effects to retirement benefits because of changes in the retirement system or tax laws, such officer shall remain in office until the next State Convention.

### **Section 8. Association Property.**

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

## **ARTICLE VI Meetings**

### **Section 1. State Convention.**

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

### **Section 2. Site Selection.**

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

### **Section 3. State Delegates.**

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof; however, when the annual convention meets before July 1, the paid-up members for the current year will be based on the final report of the Credentials Committee, shall be the basis for determining the delegate vote.
- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

**Section 4. Quorum.**

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

**Section 5. Order of Business.**

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

C. This order of business may be amended at any

annual meeting by a two-thirds vote of elected delegates present and voting.

**Section 6. Booster Meetings.**

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

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

**ARTICLE VII**

**National Convention Delegates**

**Section 1. Delegates**

**A. Eligibility**

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

Association shall be ineligible to serve as delegate.

## B. **Nomination**

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

## C. **Elections**

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

"Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.

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

## **Section 2. Compensation of state-paid National Delegates.**

- A. The State Association shall pay to all delegates to the National Convention, except the delegate-

mileage at twice the IRS reimbursement rate for one-way travel as determined by the Credentials/Mileage and Per Diem Committee and \$100 per diem during sessions of the National Convention. The delegate's compensation will be a minimum of \$1000 per delegate if the amount equal to the national mileage and per diem does not exceed \$1000. If mileage and per diem does not exceed \$1000, the delegate-at-large and all national paid delegates will be paid the difference from state funds. Any difference in per diem compensation for the delegate-at-large and all national paid delegates will be paid from state funds.

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

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

## **ARTICLE VIII**

### **State Board**

#### **Section 1. Members.**

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

#### **Section 2. Duties.**

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

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

C. The Executive Board shall act as a trustee for any district found acting in violation of the State

of and control over such district until compliance is restored.

## **ARTICLE IX**

### **Committees**

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

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

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

## **ARTICLE X**

### **Appeals**

#### **Section 1. State**

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

1. Appeals must be in writing and be filed with the State President within 30 days of having knowledge of said action.

2. Within 10 days of receipt of the appeal, the State President shall notify all members of the State Board and the assigned Executive Committeeman and shall request that the Charging Party provide a letter outlining the specific charges and any relief sought. This letter of specificity, along with complete documentation, must be returned within 20 days of receipt of the President's request.

3. Upon receipt of the letter of specificity, the State President shall forward a copy to the Charged Party for response. The Charged Party shall have 20 days to respond in writing and provide documentation to the State President.

4. The State Board shall review the Charging Party's letter of specificity, documentation, relief sought and the response of the Charged Party. The State Board is authorized, in consultation with the Executive Committeeman, to take the

30 days. Extension of this 30-day time limit, when necessary, shall not exceed 15 days. The Charging Party(s) and Charged Party(s) (hereafter referred to as the Party or Parties) shall be notified in writing of the decision of the State Board.

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

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

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

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

forwarded to a National Appeals Committee.

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

#### **ARTICLE XI Parliamentary Authority**

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

#### **ARTICLE XII Amendment of Constitution**

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

#### **ARTICLE XII MUTUAL BENEFIT ASSOCIATION**

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

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

## WHAT TO DO IN CASE OF ACTIVE CARRIER'S DEATH

1. Notify employee's immediate supervisor/postmaster;
2. Notify the Secretary/Treasurer of the National Rural Letter Carrier's Association and the State Secretary of the State RLCA where the deceased was a member. Give the Social Security number of the deceased employee;
3. If the deceased employee was in receipt of a benefit payment from the U.S. Department of Veterans' Affairs, you may notify the VA by calling 1-800-827-1000. Spouses may also be entitled to VA death benefits and assistance;
4. Notify local banks and/or postal credit union;
5. Notify the Social Security Administration at the local office;
6. Insurance companies for policies on life (if Provident Guild, write Secretary/Treasurer, 1315 Deerfield Rd., S.W., Dalton, OH 44618-9429; if Federal Employees Group Life Insurance contact local personnel office; if NRLCA Life Insurance, 1630 Duke Street, Suite 200 Alexandria, VA 22314), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke Street, Suite 200, Alexandria, VA 22314), house and automobile (local insurance carrier);
7. Notify the Internal Revenue Service and State Income Tax Department;
8. Check for safety deposit box and instructions;
9. Change name on all important papers to surviving party's name;
10. Notify supervisor/postmaster/employees of the time and place of memorial services;
11. Have mortuary obtain enough death certificates for your needs. They can advise how many;
12. Give supervisor/postmaster any items belonging to the Postal Service;
13. Papers to fill out (available in some post offices from personnel section or postmaster):
  - SF 2800 – application for death benefit
  - SF 1153 – claim of designated beneficiary for unpaid compensation
  - SF 1155 – claim for unpaid compensation, no designated beneficiary
  - FE 6 – claim for benefits, federal employee group life insurance
14. Check with personnel section or postmaster for annuity for yourself and any minor children;
15. If a previous marriage, secure divorce papers;
16. If a present marriage, secure marriage license;
17. If the cause of death is due to a job related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1000 burial expenses, minus any amount the VA pays;
18. In the case of job related death, the survivor may also apply for an annuity from the OWCP. He or she can then choose the higher amount, but there are precautions that you need to discuss with Personnel or the Union on this subject.
19. As a surviving spouse you are eligible to continue receiving the NRLCA magazine. Contact your State Secretary to see if the state pays for subscriptions. If they do not, you can mail a check for \$15.00 to the NRLCA to continue receiving the magazine.

**Note: A will should be seriously considered. If there is no will, an executor must be named and an expensive court action could result.**

## **FIGHT FOR 6-DAY DELIVERY!**

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

### **To Contact Your NC Senators and Representatives:**

#### **NC Senators:**

Richard M. Burr ([burr.senate.gov](http://burr.senate.gov))  
217 Russell Senate Office Building  
Washington, DC 20510  
(202) 224-3154

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

#### **National Legislative Representatives**

##### **Congressional District 1:**

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

##### **Congressional District 2:**

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

##### **Congressional District 3:**

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

##### **Congressional District 4:**

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

##### **Congressional District 5:**

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

##### **Congressional District 6:**

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

##### **Congressional District 7:**

David Rouzer ([rouzer.house.gov](http://rouzer.house.gov))  
424 Cannon House Office Building  
Washington, DC 20515 (202) 225- 2731

##### **Congressional District 8:**

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

##### **Congressional District 9:**

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

##### **Congressional District 10:**

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

##### **Congressional District 11:**

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

##### **Congressional District 12:**

Alma Adams  
222 Cannon House Office Bldg.  
Washington, DC 20515 (202) 225-1510

##### **Congressional District 13:**

George Holding ([holding.house.gov](http://holding.house.gov))  
507 Cannon House Office Building  
Washington, DC 20515 (202) 225-3032

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

**NORTH CAROLINA AUXILIARY  
OFFICERS**

**PRESIDENT**

**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**

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**MRS. JANICE FULWOOD**

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Phone 910-443-2071

**CHAPLAIN**

**MRS. CAROLYN WARD**

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252-221-4683

**PROVIDENT GUILD**

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**HISTORIAN**

**MRS. LUANN SHUE**

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106 Dogwood Lane  
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106 Dogwood Lane  
Camden, NC 27921-7668

**SECRETARY/TREASURER**

**BOBBY DWYER**

305 W Oak St

## Auxiliary News

Greetings to all of my North Carolina Auxiliary friends. I hope each of you are well and looking forward to the wonderful autumn season. It is one of my favorite seasons of the year.

The 89<sup>th</sup> National Auxiliary Convention convened at 9 a.m. Monday, August 17, 2015 at the Peppermill Resort in Reno, Nevada.

President Dwight Broome welcomed all. An introduction of officers, roll call of delegates and committee assignments were given. Vice President Helen Schuster presented the 2015-2016 Program.

### Year of the Family

- Humanitarian Project: MS Research
- Motto: Celebrate Your Family
- Symbol: King Penguin Family
- Americanism: Support Your Local USO
- Safety: Car Safety
- Songs: "You Raise Me Up"  
"God Bless the USA"
- Flower: Spring Bouquet
- Inspiration: "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel."  
~Maya Angelou

After a long week of meetings and some site seeing the meeting adjourned on Friday afternoon. It was a busy week of joining our fellow National friends in Reno, Nevada.

As the year is winding down, remember that we will be having our Fall Booster on Saturday, November 14<sup>th</sup> at the Sheraton Greensboro at Four Seasons, 3121 High Point Road, Greensboro, NC 27407. I hope to see everyone there. Until then, I hope you all have a blessed and wonderful autumn season.

Thanks for all your support,

LeAnne Essick

President, NCRLCA Auxiliary

## 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 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.

### October 2015

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

### November 2015

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

NCRLCA  
424 WAPITI DRIVE  
SPRING LAKE NC 28390-1562



**TIME SENSITIVE MATERIAL**

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