



NORTH CAROLINA RURAL CARRIER

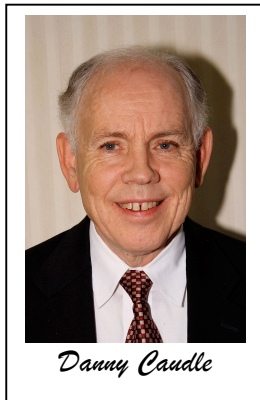


Official News Publication of the North Carolina Rural Letter Carriers' Association

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Danny Caudle

President's Message

I would like to extend "Happy New Year" greetings to all members of our Association. Hopefully, 2016 will prove to be a great year for the Rural Craft.

At this time, we are still awaiting an agreement between the USPS and the NRLCA. It is very important to our National Officers to obtain a negotiated contract, and they are working hard toward that goal. We are also still waiting for the Engineered Time Study to be completed. This study is the most innovative item in years. I am ready to see it completed and fully implemented.

We have also been informed that there will be a 2016 Mail Count. The dates of the count are March 12 thru March 25. More information about the count is in this edition of the newsletter. Remember, if you are requesting a count, or management makes the decision for you, the best way to prepare is to attend the Area Mail Count Seminars. These trainings are packed full of information that will help you achieve the most out of the count. Do not assume that management knows all the answers. Also don't assume that the Postmasters are going to be able to spend all of their time dealing with the count. Any count is extremely important to us, but it is just another day for the Postmasters.

I would recommend all rural carriers from all offices to attend the training. Why? Two carriers will remember more than one carrier will, but 10 carriers can significantly add to recalling what was discussed during the training, which means more information will be retained by that office. Please do not plan anything else on the night of the seminars. Let's pack these trainings with concerned carriers who want all that they should honestly get from the count.

It won't be long before the Spring District Meetings are being held. I would like to challenge all of our members to attend and vote in your district meeting. You pay your dues, so please attend your meeting and vote for officers for your district, as well as delegates to the State Convention.

The State Convention will be held in Cherokee, NC, with accommodations at Harrah's Resort. The Convention begins on Monday, June 27, and will close on Wednesday, June 29. I would like to see an overflow crowd at this session. Our plans include having one of the National Officers in attendance at the Convention, as well as holding another retirement seminar. This will be a great time of getting the scoop on all that is happening, along with being a time for education on different issues.

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

**PRESIDENT
DANIEL CAUDLE**

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

**VICE PRESIDENT
MITCH REECE**

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

Appointed Officers

**CHAPLAIN
DOUG BYRUM**

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

**HISTORIAN
ROBERT A GURGANUS**

1573 Gurganus Road SW
Shallotte, NC 28470-5418
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**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

Please use the
WWW.NCRLCA.com
website for all the
latest information

**MAIL ADDRESS CHANGES AND
NEWS ITEMS BY THE 10TH OF THE
MONTH
TO:
VICKI GRAY
424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815**

Obituaries

Rebecca Ellen Brown, 45, of Hays, NC passed away Tuesday, December 22, 2015 at Wilkes Regional Medical Center.

Miss Brown was born April 27, 1970 in Wilmington to Robert Paul and Virginia Lafon Brown.

She worked for the United States Postal Service as a rural mail carrier at the North Wilkesboro Post Office.

She was preceded in death by both of her parents.

She is survived by one sister; Sara Brown Rusher and husband, Thomas of Wilmington and one brother; Randall Paul Brown of Claremont and four nephews.

Lloyd L Thomas, age 93, of Cameron, NC died Friday, December 4, 2015 at his residence surrounded by his family.

A native of Moore County, he was born on December 12, 1921, the son of the late J. L. Thomas & Mattie Lawrence Thomas.

He was a decorated World War II Army veteran serving in the Normandy, Northern France, Ardennes & Rhineland Campaigns under the command of Gen. George S. Patton. He was a retired rural letter carrier and a tobacco farmer.

He was preceded in death by his wife of 51 years, Dorothy Comer Thomas, a son, Jerry Thomas and a sister, Marjorie Whitesell.

Survivors include his daughters, Sylvia Shelhamer & husband, Rich and Karen Arrington & husband, Steve all of Cameron; five grandchildren and seven great-grandchildren.

2016 NC State Convention
June 26 thru 29, 2016
Harrah's Resort and Casino
777 Casino Dr.
Cherokee NC, 28719
Phone 800-427-7247

NCRLCA Room Rate is \$89.00 + tax.
Reservations **cannot** be made at this time.
More information will be available in the
next issues or on the Website.

Chaplain's Message Doug Byrum, Chaplain

“GOD IS WITH US”

Read Romans 5:1-5

To everyone who conquers, I will give
permission to eat from the tree of life
that is in the paradise of God.

Revelation 2:7 (NRSV)

Life beats us up. As hard as we may try to be good and brave, life continues to obstacles into our path. We sometimes think that trying to live a righteous life will protect us from pain and suffering. We pray that, like a genie in a bottle, God will grant us happiness. However, that is not the God of the Bible.

Jesus said that the kingdom of God is within us, but we also live in the kingdom of humanity. God does not promise to deliver us from all suffering, much of which is caused by our inhumanity to one another or by our general neglect of the resources we have to improve the world. God does promise to be with us every second, every minute, every long hour. We live our lives in relationship with God. Our having a personal relationship with God, made possible through Jesus Christ, is God's will and shaping purpose in our lives.

As Christians we are called to accept that joy comes from living each day in this world, in the here and now, and even through our personal sufferings. We have the strength to overcome our fears and bear our pain only through God's covenant relationship with us. Before his crucifixion and resurrection Jesus said, "Peace I leave with you, my peace I give you." (John 14:27). This peace reflects the will of God for us.

Thought for the Day: *We live in this world and in God's kingdom.*

Prayer: Dear God, we know that you are with us in suffering and joy. Help us to find peace and joy in every day. Amen.

Prayer Focus: THOSE WHO ARE SUFFERING



SAFETY
Derek Harpe

What Are the Odds?

What are the odds in you winning the Powerball Lottery? One in 292 million!

I challenge you to cut your odds of being involved in a runaway/rollaway accident by following the Cap Metro Area “Keys in Pocket” Prevention. I urge you to follow their prevention measures to win with “zero” Runaway/Rollaway Accidents.

“RUNAWAY/ROLLAWAY ACCIDENT PREVENTION”

Last Fiscal Year Cap Metro Area experienced thirty one (31) rollaway / runaway vehicle accidents. We accounted for nearly fifteen percent (15%) nationally of all USPS rollaway / runaway accidents and we ranked fourth (4) out of seven (7) areas in that regard. Already this FY we have experienced five (5) rollaway / runaway accidents. To prevent a Rollaway / Runaway vehicle accidents from occurring to you, please remember to KEEP YOUR KEYS with you at all times. Keeping your keys demonstrates that two (2) of the four (4) steps to properly parking your vehicle have been accomplished. Please review the steps below to properly park a vehicle:

Step 1. *Set the handbrake.* When setting the handbrake, be sure to depress the brake pedal first. Then set the handbrake. Setting the handbrake without depressing the brake pedal will not hold the vehicle if you are on a hill or if the engine is running.

Step 2. *Put your gear selector in park.* If you are driving a manual transmission vehicle, place the gear selector in low/first gear or reverse.

Step 3. *Curb your wheels.* Remember, when parking your vehicle on a downhill slope with a curb, turn your wheels “into” the curb. When parking uphill with a curb, turn your wheel “out” from the curb.

If there is no curb, turn your wheels to the side of the road you are parking on. If you are parking on the right side, turn your wheel to the right. If you are on the left side of the street, turn the wheel to the left.

Step 4. *Shut the engine off and remove the key.* Regardless of how long you will be out of the vehicle, **SHUT THE ENGINE OFF!**

By keeping your keys you have significantly decreased your possibility of being involved in a rollaway / runaway vehicle accident. Please remember to KEEP YOUR KEYS.

Thank You.



RETIREMENT
Brenda Gibbs

Let’s talk disability retirement and voluntary retirement.

DISABILITY RETIREMENT

When your employing agency has exhausted all reasonable attempts to retain you in a productive capacity, **then you should consider applying for disability retirement.**

Under **FERS Retirement System** you must meet these guidelines.

You have completed at least 18 months of service which is creditable under FERS.

You have become disabled, because of disease or injury, for useful and efficient service in your current position.

You must have a disability that is expected to last at least one year.

Your agency must certify that it has considered you for any vacant position it has available for which you are qualified and that is at the same pay grade and within the same commuting distance but it is unable to accommodate you.

The disability application must be received by your employing agency or OPM within one year of the date of your separation. This time limit can be

waived only if you were mentally incompetent on the date of separation or within one year of this date. You must apply for social security disability benefits.

And you must complete the following forms:

- 1) SF 3107, Application for Immediate Retirement, and
- 2) SF 3112, Documentation In Support of Disability Retirement
- 3) If you are under age 62 you must provide documentation that you have applied for social security disability benefits.**

Under **CSRS Retirement System** the 18 months of creditable service is increased to 5 years of creditable service; And you must complete the following forms:

- 1) SF 2801, Application for Immediate Retirement, and
- 2) SF 3112, Documentation in Support of Disability Retirement.

If you are covered by the **CSRS Offset Retirement System** you must also document that you applied for Social Security disability benefits after your separation.

VOLUNTARY RETIREMENT

In order to take voluntary retirement under CSRS, your eligibility is based on your age and the number of years of creditable service as well as other special requirements*. An immediate annuity is one that begins within 30 days after your separation.

- 1) You must be age 62 with a minimum of 5 years.
- 2) You must be age 60 with a minimum of 20 years.
- 3) You must be age 55 with a minimum of 30 years.

*These are all subject to CSRS coverage for one of the last two years before your retirement.

In order to take voluntary retirement under FERS you must meet one of the following guidelines.

- 1) You must be age 62 with a minimum of 5 years creditable service.
- 2) You must be age 60 with a minimum of 20 years of creditable service.
- 3) You may retire at your minimum retirement age (MRA) with 30 years of creditable service.
- 4) Or you may retire at your minimum retirement age (MRA) with 10 years of creditable service (but your annuity will be reduced by 5% for each year you are under age 62).

To Determine Your Minimum Retirement Age	
If your year of birth is...	Your Minimum Retirement Age is...
Before 1948	55 years
1948	55 years, 2 months
1949	55 years, 4 months
1950	55 years, 6 months
1951	55 years, 8 months
1952	55 years, 10 months
1953 to 1964	56 years
1965	56 years, 2 months
1966	56 years, 4 months
1967	56 years, 6 months
1968	56 years, 8 months
1969	56 years, 10 months
After 1969	57 years



RCHBP

Audrey Solomon

Flesh-Eating Bacteria-----Necrotizing Fasciitis

This a very rare condition that occurs when bacteria enters the body through a break in the skin. People with a weakened immune systems (such as diabetes and cancer patients, but it can happen with chickenpox or shingles) can be at greater risk of developing this condition. There are approximately 600 to 700 cases a year that are reported to the CDC; however, 30% to 40% results in death.

This bacteria is commonly caused by group A Streptococcus also known as the strep throat bacteria and enters the body through a minor cut, insect bites or abrasions on the skin. It spreads quickly and aggressively causing destruction to muscle, skin and fat tissue at the infected site. After 3 to 4 days of infection **SYMPTOMS INCLUDE:** blisters, fever, fatigue, and pain worse than a person would expect based on the wound’s appearance. It can also cause redness or a crackling sensation under the skin, intense thirst, low blood pressure, and discoloration, peeling and flakiness as tissue death occurs. **CRITICAL SYMPTOMS INCLUDE:** severe drop in blood pressure, toxic shock, unconsciousness, advanced gas bubbles under the skin and organ failure. Patient can become septic meaning it has spread through the bloodstream.

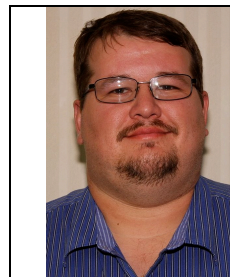
Treatment starts before the bacteria is diagnosed. Treatment includes: IV antibiotics, surgery, medication to raise blood pressure, possible amputations of infected limbs, cardiac monitoring and breathing aids, blood transfusions, intravenous immunoglobulin which help support the body to fight infection and hyperbaric oxygen therapy which helps preserve healthy tissue.

Several doctors are needed during the treatment process:
Critical Care--monitors and treats patient in intensive care
General Surgeon--performs a range of surgeries to include amputations

infectious Disease--treats infection, especially topical in nature
Plastic Surgeon--reconstructs damaged area or missing body part.

Prevention starts with good hygiene and properly caring for wounds. Avoid swimming in pools or other water sources (such as rivers or ponds), or soaking in hot tubs with open wounds or sores.

The occurrences of this bacteria are on the rise. Because the symptoms can be misdiagnosed, get a second and/or third doctor’s opinion if you suspect you may have contracted this. The earlier this bacteria is diagnosed the better a patient’s chances are for a full recovery.



Auto-Homeowners' Insurance

Brian Hamlett

UPDATE YOUR INSURANCE POLICY

Happy New Year and I hope you all had a good holiday season!

Christmas is over and with spring not far away it may be a good time to check your homeowner insurance coverage. If you've had the same policy for a while you may be able to find a better policy by getting quotes from different insurance companies.

It's important to make sure your policy covers the current value of your home, and its contents, taking into account any improvements or appreciation.

Christmas gifts, such as electronics or jewelry, should be added to your list of contents. A list of the contents of your home is very useful if or when making an insurance claim. It can be a detailed list or simply a video of the items. Keep this list secure. Flash drives or cloud storage can make for easy access when needed but a written list given to a relative for off the premises safe keeping can work also.

Spring cleaning time is coming and a good time to make/update your list. I hope you'll never need to use your list but it can make a claim much easier.

Things you need to be aware of before the State Convention!

Vicki Gray - Secretary/Treasurer

Spring District Meetings: These meetings must be held at least 40 days before the State Convention. This year's deadline is May 16, 2016.

These are very informative meetings with a State Officer and your assigned State Steward in attendance. Also, this is the time to make your nominations for delegates to the State Convention from your district. Please make every effort to attend this important meeting.

State Convention: The state convention will be held at Harrah's Resort in Cherokee, NC on June 26 thru 29, with the business session starting on Monday June 27. More information can be found on page 3 and in future issues.

National Convention: This year the convention will be held in Nashville, TN from August 16 through August 19, 2016. Below are the rules for delegate nomination. The deadline for these nominations is May 16, 2016. Anything received after May 16, 2016 will be returned to the sender as post office boxed closed and not eligible. Make sure you send those nominations in early.

From the NRLCA constitution

ARTICLE VI

Section 2. 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 accepts or acts at any time in any capacity normally performed by a manager from the end of one Convention to the end of the next Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a **pre-arranged post office box** 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 and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from February – May.

2. Nominations must be received in the **pre-arranged post office box** 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.

****This post office box is a change that was passed at last year's National Convention. Please make sure that all nominations for National Delegate are sent to the post office box and not to my home address.**

Candidate Announcements for State Office:

The state officer positions to be elected are President, Vice-President, Secretary/Treasurer, and three year Committeeman. Announcements for these positions must be mailed to the editor by **April 10, 2016 and will appear in the May/June NCRC**. Any late submissions will not be printed. The articles are limited to a maximum of 150 words and will be cut off at that point no matter how much more is included in the nomination. They will be printed verbatim with no editing by the editor. In other words you are responsible for all content of your submission. Carriers currently serving in a management position are not eligible to run for a position in the Union.

Nominations for Outstanding Member of the Year:

Nominations are being accepted at this time for this award. The current members of this committee are; Jeff Essick, Sally Corriher, and Brenda White. The guidelines for selection are on the next page of this issue.

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

1. Nomination of candidates for the award shall be made prior to the State Convention. Nominations may be made directly from the members inviting such nominations. Also, local, county or district units may select candidates for the award.

2. In either event, the name of the candidate should be submitted, with a brief resume of accomplishments, to a Selection Committee to be named by the State Board, or by any other means, which may be the prevailing policy in the State Association.

II. Eligibility for Award

1. Any MEMBER of the Association may be nominated as a candidate for the Outstanding Member of the Year Award.

2. State Association Officers should not be arbitrarily selected for the award nor should they be eliminated from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office and, thus may be worthy of selection.

III. Criteria for Selection

1. The primary consideration of the Selection Committee shall be:

- (a) The service rendered by the candidate to the Rural Letter Carriers' Association;
- (b) Attendance and participation in local, state and national meetings;
- (c) Willingness to accept responsibilities and dedication in performing those duties;
- (d) Fraternal Attitude to others of the Rural Carrier Craft.

2. The Selection Committee should also consider, as a secondary matter, other service which the candidate may have rendered, such as civic and community activities, which reflect favorably upon the Rural Letter Carrier Craft and the Postal Service.

3. Consideration shall be given for services rendered in the immediately preceding twelve-month period, but not completely limited to this period of time. New carriers should be encouraged to seek to achieve this award.

IV. Presentation of Award

When each State Association has made its selection, the name of the candidate shall be reported to the

National Office by the State Secretary on the regular Annual Report. An appropriate award will be presented by the National Rural Letter Carriers' Association at its National Convention.

V. Other

These guidelines are not intended to be binding and a State may use any other selection procedure that is suitable for each State.

The announcement of the recipient of the award will be made at the banquet at the State Convention. The State Secretary shall report the name to the National Office and the award will be presented at the National Convention with State presentation at the Fall Booster.

This year the State Board has appointed the immediate past three recipients of the award to serve as the Selection Committee.

Please mail the name of the candidate, along with a resume to ALL members of the Selection Committee listed below, prior to the State Convention.

JEFF ESSICK

229 Essick Lane
Winston-Salem, NC 27127-9129

Brenda White
1336 Schoolhouse Road
Elizabeth City, NC 27909-9596

Sally Corriher
PO Box 460
China Grove, NC 28023-0460

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

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

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

James V. Comer, jvcomer@windstream.net
P.O. Box 2681, Sanford, NC 27331-2681;
Ronald Lineberger, ronamail@charter.net
3668 Startown Road, Maiden, NC 28650-8722; or
C. Harold Knight, knightef@midspring.com
738 Stone Mountain Road, Stoneville, NC 27048-7689

Here are some highlights of what we have so far

- Doug Byrum has most of the State Newsletters and a scrapbook and other information about the 2004 National Convention
- Owen Moore has Lists and Newsletters (past Editor)
- Brenda White (Members of the Year List)
- Ronald Lineberger (Officers List)

Rural Delivery Stories

- Addie Clawson feet froze to saddle during snow delivery in the Mountains (Glenn Johnson- District Meetings) told by Ronald Lineberger
- Drainage Ditch pulled out told by Brenda White
- EM Tractor delivery cold conditions (Harold & Ronald)

Chronologies

- Rainwater 1973
- 1982 Re-organization / Collective Bargaining
- Rural Carrier hired own Subs (RC-R) Ronald Lineberger bought sub time back

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

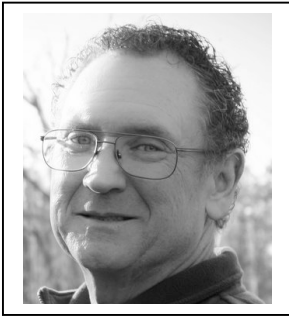


Stephen Berryman Worthy (Born- August 23, 1857) delivered the U.S. Mail from Cameron, N.C. and Jonesboro, N.C. to the rural post offices in western Lee County (formerly-Moore County) before and immediately following the formation of Lee County. He would unhitch and feed his horse at Jesse D. Spivey's store before returning to the Post Office for the day



A little history pertaining to the photo above

Lee County was formed in 1907. Steve Worthy would have picked up mail from railroad delivery to the post offices in the Town of Jonesboro (now southern part of Sanford as these two towns merged back in 1947) and the Town of Cameron transporting it. R.F.D. Carriers would have picked up the mail at Jesse D. Spivey's store on the present Lee and Moore county line (between White Hill Community and Gulf/Carbonton) on the South Plank Road distributing to the individual houses. Steve was raised in the general area of Center United Methodist Church located near Jesse D. Spivey's store. Steve Worthy's father, Sheriff Kenneth Henderson Worthy was sheriff of Moore County, NC before, during and after the Civil War.



Primary Election Season Is Here

Here we are well into the winter season with the Christmas mail long behind us. Every time you turn on a radio or television you hear about the upcoming presidential election. Sometimes it seems that is the only game in town; well, it isn't. Besides the Presidential election, we have one-third of the senate including one of ours and every seat in the house is up this year. And that is just the national elections. In the state we have a full slate of offices that we will have to vote for on Primary day which is March 15th.

With that said, we still need donations for PAC. During the Primary and General Election season, our National Officers and our Director of Governmental Affairs will be invited to many receptions and events for both incumbents and challengers. We need to make sure that our PAC funds are sufficient to help our friends in Washington either get re-elected or elected for the first time.

On Capitol Hill

Earlier this fall, the budget bill passed through the congress. Despite historically being targets for budget cuts, benefits to federal workers remain untouched. Additionally, changes to Medicare that would protect seniors from premium increases made the final draft of the bill. Medicare Part B premiums and deductible levels will remain consistent with fair market rates. This avoids a roughly 50% increase in Part B premiums.

On December 18, President Obama signed into law the FY 2016 Omnibus Appropriations Act. The new law will keep the government funded through 2016 and includes \$1.15 trillion in government funding.

6-day mail is protected through the language of the omnibus. The omnibus states, "That 6-day delivery and rural delivery of mail shall continue at not less than the 1983 level: *Provided further*, That none of the funds made available to the Postal Service by this Act shall be used to implement any rule, regulation, or policy of charging any officer or employee of any State or local child support

in a State or local program of child support enforcement, a fee for information requested or provided concerning an address of a postal customer: *Provided further*, That none of the funds provided in this Act shall be used to consolidate or close small rural and other small post offices."

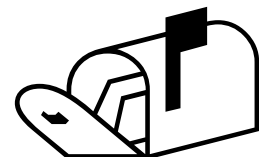
We desperately need your financial support to keep our lobbyists working on Capitol Hill and ---- if you have not called your member of Congress and both Senators to voice your support of six day delivery; WHY THE HECK NOT? 2016 is an election year and one of our Senators seat is up this year as well as every member of the House. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.

NC Membership 4842
NC PAC Donors 76 (1.57%)
Members missing 4766 (98.43%)

1.57% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

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



Send PAC Donations to:

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

Phone: 252-792-6614

Cell: 252-809-2144 (best)

Email: 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.**

2015-2016 PAC Donor List

PLATINUM Level (\$1500+)

Danny Caudle

DIAMOND Level (\$1000+)

RUBY Level (\$500-999)

Ken Frazier

Bryan Hudgins

Sue Ligon

Brenda Prevatte

Barbara Smith

ELITE Level (\$250-499)

Doug Byrum

Van Carter

Michael Caudill

Sally Corriher

Chris Derrick

Brenda Gibbs

Derek Harpe

Van Heath

Robin Hoyle

Brenda Johnson

Harry Kirk

Christine Laney

Reggie Neal

Mitch Reece

Dale Sain

Brenda White

EXECUTIVE Level (\$100-249)

Kerry Carawan

Jeff Essick

Phillip Fulwood

Vicki Gray

Robert Greenwood

Robert Gurganus

Bonnie Johnson

Mary Josewitz

Carl Kelly

Janet Kight

Melissa Liverman

Donna Parker

Kim Ranker

Cecil Reaves

Roger Southern

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Betty Westbrook

Joseph Whitley

LEADERSHIP Level (\$50-99)

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Joe Collins Jr

Jennifer Jones Davis

Nancy Hargrave

Debra Hines

Frank Hines

Glenn Johnson

Victoria Keathley

Connie Lindsay

Jadwiga McClelland

Norbert Mildner

Roberta Rauen

Arles Taylor

Michelle Vance

Peggy Vance

Ann Voliva

Earl White

Kathy White

How Can I Contribute?

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



SUPPORTER Level (\$5-49)

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

SUSTAINING MEMBERS

Marlene Cantler
Michael Caudill
Sally Corriher
Chris Derrick
Ken Frazier
Van Heath
Bonnie Johnson
Mary Josewitz
Janet Kight
Christine Laney
Sue Ligon
Missi Liverman
Jadwiga McClelland
Norbert Mildner
Reggie Neal
Kim Ranker
Cecil Reaves
Mitch Reece
Michelle Vance
Betty Westbrook
Joseph Whitley

NRLCA-PAC FAQs

Who does the NRLCA-PAC support?

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

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

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

Why Give to PAC?

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

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

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

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

How Can I Contribute to PAC?

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

PAC Withholding / EFT

Become a supporting member of the NRLCA-PAC by signing up for Withholding or EFT! Both of these donation methods provide an easy way to automatically contribute to PAC each month. Additionally, by knowing how many contributions are coming in advance, Withholding and EFT donations provide an invaluable guideline for the Governmental Affairs Department when budgeting for campaign donations. You can choose to donate as much as you would like, while continuing to donate at local and state meetings.

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

Electronic Funds Transfer (EFT)

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

Steward Withholding

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

Credit Card Donations

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



NCRLCA
Webmaster
Jeff Essick

Navigating the NCRLCA.com website

There is a great deal of information on the NC website (***nrcrlca.com***) provided for the membership by the State Board. In order to assist you in using the site, here are a few tips on navigating the site and finding the information that you are looking for.

The ***Main Menu*** is located on the left side of the ***"Home"*** page. ***Tabs*** are located at the top of the ***"Home"*** page. You can click on a ***Tab*** or the ***Main Menu Item***.

For GRIEVANCES: On the ***"Home"*** page, click on ***"Filing a Grievance (Instructions and PS form 8191) CALL YOUR REP. FIRST"***. (You should discuss filing a grievance with your ***assigned Local Steward, Area Steward,***

ADR or DR before you file a grievance). You can fill out and print a PS Form 8191 (grievance form), if you have an issue getting one from management. ALWAYS follow the instructions for filing and remember, the grievance is not filed completely until you send or give it to the Steward/Area/ADR/DR immediately after management dates 3b. Do Not leave it with management!

If you are looking for reference documents: click ***"Links"*** (it's near the bottom of the Main Menu). Lots of items are listed under the appropriate headings on the ***"Links"*** page.

Info on District Meetings or events: click ***"Calendar"*** tab (at top of ***"Home"*** page). Click on the event listed on any day of the Calendar for additional information. You also may select the ***"District Meetings"*** tab for information as well.

Please use the site to educate yourself, especially before you bid for a route. (See ***"Automated Bidding"*** presentation on the ***"Home"*** page.)

For contact information, click on ***"State Board"***, then ***"Officers"***.

Any questions, suggestions or concerns, please contact The *State Board* or The *Webmaster* Jeff Essick. My email is jeffessick@bellsouth.net

EMA Rate

In accordance with provisions of Article 9, Section 2.J.3 of the Rural Carrier National Agreement, effective January 9, 2016 (pay period 02-16), the equipment maintenance allowance (EMA) will **decrease to 64.5** cents per mile. The EMA is 64.5 cents per mile, or a minimum of \$25.80 per day, whichever is greater.

North Carolina District Representatives

Mid-Carolinas

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

Greensboro

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

Assistant District Representatives

Mid-Carolinas

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

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704-821-8016
Tracy.Davidson@nrlca.org

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Bethany.Small@nrlca.org

Greensboro

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252-357-2406
Bryan.Hudgins@nrlca.org

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Winston Salem, NC 27117-2001
336-618-5095
Jeff.Essick@nrlca.org

Area Stewards

Mid-Carolinas

Brenda Prevatte
910-738-8424
Ralph Fernandez
321-278-9479
Scarlett Hall
910-658-2972
Adam Campbell
910-554-6574

Greensboro

Daniel Caudle
336-692-0147
Gail Naillon
336-504-3519
Brenda White
252-339-7792



**Mid-Carolinas
District
Representative**
Sally Corriher

MAIL COUNT

Mail Count is here. The Count begins March 12 and last day is March 25, 2016. Some important dates: The "Option Out" Period begins Saturday, January 30 and ends Friday, February 19. Pre-Count Conferences must be completed for all routes being counted by Friday, February 26. The last day to have an LLV/FFV

assigned to a route with DPS letters or flats to qualify for the RHD rate is February 20. Note that all regular rural routes in vacant status and all auxiliary routes as of Friday, February 19 will be counted. The new route evaluations go into effect Saturday, May 14, PP 11.

When you disagree with management concerning the proper credit of any mail piece, management must make every effort to resolve the dispute. An attempt must be made to resolve the issue before the mail piece is delivered. If are unable to resolve the differences, documentation of all information about the mail in dispute is critical. The documentation should include the number of pieces, the dimensions of the mail piece, how it was counted and why you believe it should have been counted differently. Remember if you disagree with the piece count of a tray or tub of mail that is recorded on the 4239, do not case it until you and the manager can agree on the number of pieces. Once the mail is cased there is no way to validate the number of pieces

Call any Assistant District Representative or call me for any questions that you have. Come to the mail count training so you will be prepared when the count begins.

Mid Carolina Mail Count Training Dates:

Kinston	February 2	Hampton Inn	1382 Hwy 258 South
Wilmington	February 3	Hampton Inn	124 Old Eastwood Road
Fayetteville	February 4	Hilton Garden Inn	4025 Sycamore Daisy Road
Charlotte	February 10	Comfort Suites	7735 University City Blvd
Asheville	February 11	Comfort Suites	890 Brevard Road



**Greensboro
District
Representative**
Frank Suttles

MAIL COUNT

It's that time again, mail count is coming up in March beginning on the 12th ending on the 25th unless the NRLCA and the USPS agree otherwise in our next agreement. All routes will be counted except those routes which both the regular carrier and management agree in writing not to count.

The Union, at this time, has no confirmation on whether or not the USPS will choose to count all rural route so **all** carriers need to plan accordingly.

Carriers need to educate themselves for this mail count. This being a 2 week count in the middle of the month does not paint a rosy picture for the rural craft. You need to be prepared. That starts with each of you. There should be a pre-count conference in any office that has a route being counted. This pre-count conference should be held 15 days before start of count (February 26) and any changes to operating procedures should be discussed or no changes after the conference. Postcards will be sent to all members of the NRLCA with information about the mail count trainings. All rural carriers are invited but as the Union and their dues are paying for the trainings all non-members will be asked to join while there. We will have 1187s at the trainings for anyone to sign up.

It's up to you, ARE YOU READY?

GREENSBORO DISTRICT Mail Count Training Seminars—February 2016

Hickory	Wed. Feb. 17	Courtyard by Marriott	1946 13th Avenue Dr.
Raleigh	Wed. Feb. 17	Raleigh Hilton	3415 Wake Forest Road
Greensboro	Thur. Feb. 18	Embassy Suites	204 Centreport Dr
Williamston	Thur. Feb. 18	Bob Martin Center	2900 NC Hwy 125 S.

Training will be from 6:30 to 9:30

***Please bring your January National Magazine to the training.*

Per the National office it will contain the mail count guide.

***We will not have copies to hand out*

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

To Contact Your NC Senators and Representatives:

NC Senators:

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

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

National Legislative Representatives

Congressional District 1:

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

Congressional District 2:

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

Congressional District 3:

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

Congressional District 4:

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

Congressional District 5:

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

Congressional District 6:

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

Congressional District 7:

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

Congressional District 8:

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

Congressional District 9:

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

Congressional District 10:

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

Congressional District 11:

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

Congressional District 12:

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

Congressional District 13:

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

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

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Winston Salem, NC 27127-9129
336-816-0999

VICE PRESIDENT
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China Grove, NC 28023-0460
Phone 704-857-3103

SEC./TREAS.
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Fayetteville, NC 28311-9361
910-488-5424

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336-573-3274

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252-771-8180

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40 Mintz Cemetery Road
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Phone 910-443-2071

CHAPLAIN
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252-221-4683

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PAST PRESIDENT
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336-957-2004

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Camden, NC 27921-7668

VICE PRESIDENT
CODY COPELAND
106 Dogwood Lane
Camden, NC 27921-7668

SECRETARY/TREASURER
BOBBY DWYER
305 W Oak St
Lake Waccamaw, NC 28450

Auxiliary News



There are seven scholarships that are being offered to our juniors from the National Auxiliary Board. If you have not completed your application, please do it now and have your scholarship postmarked on or before March 1, 2016.

Applications may be obtained from State or National Auxiliary Officers or on line at nrlca.org (click on National & State Officers, then click on NRLCA National All applications must be postmarked no later than March 1st in order to be considered. There are other requirements that are pertinent to each scholarship. Guidelines for eligibility are printed on the scholarship application form and must be met for consideration. The scholarships currently available are:

2016 NATIONAL AUXILIARY SCHOLARSHIPS:

1. Marie V. Mutchmore Scholarship
2. Clara Gardner Scholarship
3. NRLCA Auxiliary Discovery Scholarship
4. The Delbert "Lucky" Clark Memorial Scholarship
5. Mildred & Howard Shell Scholarship
6. National General Rural Letter Carriers' Scholarship
7. Olga Smith Scholarship

Remember to visit:

www.nrlca.org/PublicPages/NRLCANationalAuxiliary.aspx
to download applications.

Please make sure all questions are answered. Incomplete applications will not be considered. If you have any questions, please contact one of our Auxiliary Officers for assistance. **Remember, All National Scholarship Applications must be postmarked by: March 1, 2016**

I hope that many of our young people from North Carolina will check these out and apply. Good luck!!!

NCRLCA Dues for 2015-2016

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

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership form should be mailed to Vicki Gray, NCRLCA Secretary/Treasurer. The address is listed on page two.

NOTE: "Dues, assessments, contributions or gifts to NCRLCA are not deductible as charitable contributions for federal income tax purposes."

POLITICAL ACTION FUND

Contributions are needed for the NCRLCA lobbying effort. The fund is used to maintain friendly relations with members of Congress, to preserve your fringe benefits and work practices, affecting the welfare of each rural letter carrier, substitute, PTF, RCA, RCR, retired carrier and their families.

Make checks payable to the NCRLCA PAC Fund and mail to:

Van Robert Heath
PAC Chairman

Address in on page two

Upon receipt of \$5.00 or more, you will receive a membership card.

Please return this form with your contribution.

NAME _____
 ADDRESS _____
 CITY _____
 STATE _____ ZIP _____
 DISTRICT _____ # _____

CIRCLE ONE

REGULAR RETIRED SUBSTITUTE

MEMBERSHIP

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

February 2016

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6 <small>PP-04</small>
7	8	9	10	11	12 <small>PAY DAY</small>	13
14	15 <small>PRESIDENTS DAY</small>	16	17	18	18	20 <small>PP-05</small>
21	22	23	24	25	26 <small>PAY DAY</small>	27
28	29					

March 2016

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
		1	2	3	4	5 <small>PP-06</small>
6	7	8	9	10	11 <small>PAY DAY</small>	12
13	14	15	16	17	18	19 <small>PP-07</small>
20	21	22	23	24	25 <small>PAY DAY</small>	26
27 <small>EASTER</small>	28	29	30	31		

NCRLCA
3668 Startown Rd
* Maiden, NC 28650-8722



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28168
PERMIT NUMBER
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