



# NORTH CAROLINA RURAL CARRIER

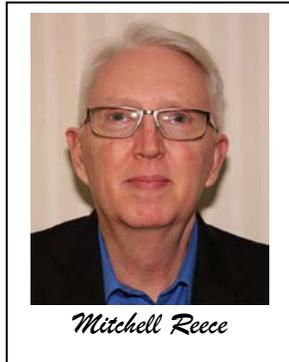


Official News Publication of the North Carolina Rural Letter Carriers' Association

Volume 33 Number 1 Circulation 5100 Edited Spring Lake, NC JULY-AUGUST 2016

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<b>National Convention August 16-19, 2016 Nashville, TN</b>	



*Mitchell Reece*

### President's Message

Greetings from the State Board. This is my first article as your newly elected president. We just concluded a very successful convention in Cherokee. On behalf of the board, I would like to thank the Election Committee for all their hard work counting ballots on Saturday. I want to extend special thanks to Debra Bennett for her efforts in preparing the ballots for mailing. The number of ballots received continues to decline. This year, we only received 627 ballots out of more than 4000 mailed. This is both

baffling and discouraging. The delegates that are selected are your voice at the National Convention. Please take the time to vote next year.

Sunday afternoon began with registration and a meet and greet reception and concluded with the memorial service that evening. The opening session on Monday began with the recognition of the Outstanding Member of the Year for both the Association and the Auxiliary. Congratulations to Derek Harpe and Sue Kelly on being recognized for their long time dedication and service to our organization. We heard from both district managers from Greensboro and Mid-Carolinas. There was a retirement seminar held on Monday afternoon conducted by Joni Montroy that was full of helpful information about planning for retirement. Joni also conducted a question and answer session later that evening.

Our annual PAC auction was very successful, raising over \$14,000 on Tuesday evening. Many thanks go out to our auctioneer, Lonnie Thigpen, and all the volunteers who make this event such a success. If you are not currently contributing to PAC, I would strongly encourage you to start now. Your government affairs team works very hard for us on Capitol Hill.

On a positive note, there was a large number of first timers in attendance. That is an encouraging sign for our future. I urged all in attendance to return again next year and bring another first timer with them.

Many thanks go out to the Smoky Mountain District for their help in putting on this convention. I also want to thank our National President Jeanette Dwyer for all the information that she shared with us throughout the convention. We are very proud to say that she is from North Carolina. Thanks also go out to National Executive Committeeman Dennis Conley for his help in setting up the PAC auction site and meal.

(continued on page 4)

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

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**SECRETARY/TREASURER  
VICKI GRAY**

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

Brushy Mountain	3	Ashe	6	Albemarle	2
Central Carolina	16	Foothills	10	Smokey Mountain	11
Five County	28	Durham County	12	Caswell County	14
Johnston County	34	Yadkin River	26	Catawba/Lincoln	15
Rutherford/Polk	47	Guilford County	30	Cleveland/Gaston	29
Tar River	51	Piedmont	50	French Broad	31
Wayne County	56	Tidewater	52	Union County	54

**Executive Committee**

**SAFETY**

**BRIAN DAVIS**

2149 Joel Johnson Road  
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**FEHB**

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333 Jeribec Drive  
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**RETIREMENT**

**RENEE JOHNSON**

383 Clint Johnson Road  
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Phone 336-984-2368

Alleghany County	4	Roanoke Chowan	7	Alamance	1
Peach Belt	5	Cumberland/Hoke	20	Burke/Caldwell	9
Southeastern	8	Tri-County	25	Harnett	32
Sea Level	23	Mecklenburg	38	Orange County	39
Wake County	24	Randolph County	42	Rockingham	46
McDowell/Mt Mitchell	36	Roanoke	44	Watauga/Avery	57
Person	41				

**Appointed Officers**

**CHAPLAIN**

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**PAST PRESIDENT**

**DANIEL CAUDLE**

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Please visit the website  
[WWW.NCRLCA.com](http://WWW.NCRLCA.com)  
for all the latest  
information

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

TO:

**VICKI GRAY**

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

## Obituaries

**Reita Durham Gaither**-Greensboro, passed away May 22, 2016. A native of Burlington, NC, Reita was born January 20, 1932. Reita spent all of her younger years in the Burlington area. She attended Elon College, class of 1952, where she graduated with BA's in both French and English. She later pursued graduate studies at the University of North Carolina-Chapel Hill.

On July 19, 1952 she married Lawrence Jehu Gaither and they settled in Greensboro NC, where she would reside for the rest of her life. A born teacher, Reita taught high school French and English for many years. She then embarked on a second career as a rural letter carrier.

During her nearly thirty years as a carrier she was named Outstanding Carrier (1986), was the first female Chaplain of the NCRLCA and went on to become the first woman to be elected President of the North Carolina Rural Letter Carrier's Association.

She was a longtime member of Proximity United Methodist Church in Greensboro, NC where she was a lay minister, Sunday school teacher, President of the Women's Society, and a soloist in the choir. She was kind and compassionate, radiating goodness and love. She was an angel on earth.

She was preceded in death by her parents Deloris Grubb Durham and Ervin O. Durham, Sr. of Burlington, and Lawrence J. Gaither of Greensboro, her husband of 49 years. She is survived by her daughters Pamela Gaither and Vicki Gaither Hall, her son David L. Gaither and wife, Heather, grandchildren Nicolas, Bryce and Meredith Gaither, all of Greensboro; as well as her brother, Bud Durham and wife Pat of Burlington, and a foster sister Margie Oliver and husband, Allen of Oneonta, Alabama.

**Charles Holton Davis, Sr.**, 95, of Lexington, NC, passed away Sunday, May 22, 2016 after an extended decline in health.

Charles was born in the Churchland community March 11, 1921 to Olin Thales Davis Sr. and Sarah Louise Barnes Davis. He attended Churchland High School and Lenoir Rhyne College.

A proud veteran of WWII, he served in the U.S. Navy from 1942-1945. He was a 60 year member and past Commander of the American Legion, Post 8, and was a long-time supporter of Legion baseball. He was a retired Rural Mail Carrier for the USPS

where he carried Route 8 in the Linwood-Southmont area for many years.

Charles was an avid gardener, delighting in sharing his vegetables and flowers with family, friends and neighbors. He loved to travel, having visited all 50 states and numerous countries during his life. Most of all, he was a proud and doting granddaddy of four and was thrilled in his last years to become a great granddad.

He was preceded in death by his wife of 63 years, Ruth Morris Davis. Surviving are two sons, Charles Davis Jr. and his wife, Sharon, of Raleigh and William Davis and his wife, Renata, and sons Will and Andrew of Greensboro; one daughter, Ruth Morris Davis of Harrisonburg, Va.; two granddaughters, Sara Prince of Baltimore, Md. and Laura Prince, husband Allen Noyes and daughter Phoebe of Dunkirk, Md.; and many other beloved nieces and nephews.

**Ardist Waynard Holyfield, Jr.**, age 69, of Sophia passed away on Wednesday, May 25, 2016 at Wake Forest Baptist Medical Center in Winston-Salem.

Mr. Holyfield was born in Moore County on September 11, 1946 to Ardist Waynard and Wanda Webster Holyfield. Ardist served his country in the U.S. Air Force during the Vietnam War. He was retired from the U.S. Postal Service and was a member of St. Joseph Catholic Church. In addition to his parents, Ardist was preceded in death by his brother, John Robert Holyfield.

He is survived by his wife, Eleanor Pineda Holyfield; daughter, Jessica Holyfield (Jason) Blackwell of Randleman; sons, Ardist Waynard Holyfield III of Randleman, David Michael Holyfield of Sophia; Patrick Allen (Kandis) Holyfield of Thomasville; grandson, Vincent Blackwell; brother, Danny Holyfield of Denton, TX; sisters, Linda Faye Berriman of Asheboro and Traci Kaman of Sophia.

**Kirby Preston Wood**, 16, of Dunn died Tuesday, June 7, 2016. Preston was born was born in Harnett County on September 9, 1999 the son of Michael Bryon Wood and Billie Jo Williford. He is preceded in death by his maternal grandfather K. Houston Williford.

Preston loved people whether family or friends and had a special talent for making people feel good and spreading joy and happiness. He was all about "Having a Goodtime" and trying to make those around him do the same. He loved music whether it

was playing the guitar, piano or listening to his favorite artist.

He is survived by his father Michael Byron Wood and wife Kristina, of Eastover, his mother Billie Jo Williford Yarbrough and husband Mickey, of Coats, his paternal grandparents Warren and Willie Wood, maternal grandmother Rita Hobbs, a brother Michael Donavon Wood, all of Dunn, a step brother Robert Blake Altman and wife Kinsey of Fayetteville and a step sister Courtney Jaelyn Bradshaw of Eastover.

**Thomas Sherwin Whitworth**, 61, of Otto, NC, passed away Thursday, June 9, 2016.

Born in Frederick, OK, January 23, 1955, he was the son of the Orville L. and Phyliss Rogers Whitworth. He was a US Postal Rural Mail Carrier. Thomas loved working in his vegetable garden, the yard and was an avid Florida Gator fan.

He is survived by his wife of 31 years, Patti Porter Whitworth; daughters, Wendy Lyon of Pigeon Forge TN, Meghan Bussa and husband, Homer of Weiden, Germany; son, Joshua Patrick and wife Cortney of Franklin, NC; grandchildren, Coleman and Griffin Patrick, Savannah and Kiana Bussa, Gary Thomas Lyon; sisters, Jeannie Eckbloom and husband, Dave of Sanford, FL, Pam Polgrean and husband, Eddie of New Smyrna Beach, FL; brother, Jim Whitworth and wife, Edel of New Smyrna Beach, FL and several nieces, nephews and cousins.



### **(President's Message, continued from page 1)**

I want to welcome our two new board members, Renee Johnson and Brian Davis. Renee was elected to a three-year term as Executive Committeeman and Brian was elected to the one-year unexpired term as Executive Committeeman that was vacated by Brenda Gibbs when she was chosen to be your new Vice-President.

The North Carolina delegation will soon be heading off to Nashville, Tennessee for the National Convention in August. We are in the planning stages for the upcoming Fall Booster and you will be informed of the time and place as soon as all the arrangements are made.

Until next time, be safe out there.

## **Chaplain's Message Doug Byrum, Chaplain**

### **“THE ROCK REDEEMED”**

**Read Luke 22:54-62**

In [Jesus Christ] we have redemption through his blood, the forgiveness of sins, in accordance with the riches of God's grace.

*Ephesians 1:7 (NIV)*

One of the most emotional passages in the Gospels is the passage above that details Peter's denial of Christ. Following Jesus' arrest, Peter ~ the disciple who had led the others in proclaiming that he would never forsake Jesus (see Mark 14:29) ~ three times disavowed any knowledge of our Lord. But rather than being appalled by Peter's actions, I find that my heart goes out to him. It's easy for me to imagine the fear he must have felt and to identify with his shame.

We've all been faced with the dilemma of knowing we should stand up for what's right but being afraid to do so. Regret always follows. If Peter's story ended there, it would be a very tragic one. But Jesus predicted what Peter would do that day (Mark 14:30), and he had already forgiven his disciple. Peter would go on to become the rock that Jesus said would be. He played a vital role in the early days of a movement that would ultimately lead untold millions to salvation through Christ.

Peter's story is one of fear, shame, and ultimately, redemption. That's not the outcome we might have expected. But it's a perfect illustration of the truth that with God's grace, all things are possible.

#### **Thought for the Day:**

*Everyone who seeks God can be redeemed.*

**Prayer:** Dear God, thank you for helping us to overcome our fears, set aside shame, and embrace the salvation made available to us by the grace of your son. Amen.

#### **Prayer Focus:**

**THOSE LIVING WITH FEAR AND SHAME**

## SAFETY

*Brian Davis*

First off, I would like to say THANK YOU to everyone for the encouragement and support of my new venture on the NCRLCA board as an Executive Committeeman! I hope to serve you all well in the future and welcome any suggestions you may have. I began my career in 2007 as an RCA and became a regular carrier in August of 2012. I have been a union member since day one and look forward to serving on the board for North Carolina and making a difference in the future for all rural carriers.

Now for safety... Let's talk about SEATBELTS! Some carriers may think they are not that important, or "Oh, I'm just running in between boxes and I have so many packages coming up to get out for I'll be ok". That could be true, BUT do you really want a police officer or physician explaining to your family and friends that your chance of survival could have been increased if you had JUST WORN YOUR SEATBELT!

Recently a rural carrier in our state was involved in a serious accident that was not his fault. However, he was ejected from the vehicle, which in turn landed on top of him. Trust me when I say this folks; you would much rather be inside that vehicle than outside it and under it. I say that from personal experience. Below you will see a picture of a mail delivery Jeep that was involved in a major accident. The carrier DID survive and walked away with just a few scratches, only because the seatbelt was fastened. **Folks that carrier was ME!** That seatbelt saved my life and it could save yours too.



An accident could happen in a matter of seconds and during those seconds, I promise you will not have time to reach over and buckle that seatbelt. I know it is hot and packages are not going away. But we still have to protect ourselves on the route so that we can go home every night to our families.

Please do not even leave the parking lot until your seatbelt is fastened.

Below you will see I have included the language from the PO-603 regarding seatbelt usage. Review it and make sure you pass the word on to our RCAS. They are the future of our craft folks and with packages becoming heavier everyday they are travelling more and more miles.

*From the Rural Carrier Duties  
and Responsibilities Handbook  
PO-603*

### **171.51b. Seat Belt Requirements — Driving Own or Postal Vehicle**

(1) Seat belts must be worn at all times when operating a Postal Service-owned or -leased vehicle. If a privately owned right-hand drive (RHD) vehicle is used on the route, seat belts must be worn at all times and the carrier must be positioned directly behind the steering wheel whenever the vehicle is being operated. Carriers driving RHD vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents their ability to deliver or collect mail from curbside mailboxes. The lap belt must be worn at all times the vehicle is being operated. A privately owned vehicle fully equipped with dual controls (steering wheel, brake, and gas pedals) is considered an RHD vehicle for the purpose of this requirement.

(2) When operating a privately owned left-hand drive (L vehicle, seat belts must be worn and the carrier must be positioned directly behind the steering wheel when traveling to and from the route, between Postal Service units, and during any deviations from the established line of travel beyond one-half mile for delivery, including travel between routes when service is provided on more than one route. A privately owned vehicle partially equipped with dual controls is considered an LHD vehicle for the purpose of this requirement.

(3) If a privately owned left-hand drive (LHD) vehicle is used on the route, it is advisable that the rural carrier use seat belts and be positioned behind the steering wheel when delivery and collection activities do not unduly encumber, delay, or fatigue the rural carrier. When using a privately owned LHD

vehicle on the route, the rural carrier may operate the vehicle without use of the seat belt and/or without being positioned directly behind the steering wheel provided the carrier determines it is safe to do so. The rural carrier should consider the following factors when assessing the use of the seat belt and appropriate seating position:

- (a) Distance between stops.
- (b) Traffic density and weather conditions.
- (c) Road design characteristics, such as number of intersections traversed, road shoulder width, and surface conditions.
- (d) Other factors affecting safety.

Please BE SAFE. Drink plenty of water on these hot days and always...**WEAR YOUR SEATBELT!**

## RETIREMENT

*Renee Johnson*

Thank you for electing me to the position of Executive Committeeman. As a rural carrier from North Wilkesboro, I am humbled by the amount of support I have received from my peers, and I look forward to the next three years of service to you all.

Having just returned from the North Carolina Convention in Cherokee, I wanted to take the opportunity to remind you of the significance of retiree involvement. Every year, on the first day of the convention, we recognize two groups of attendees.

We begin with those carriers experiencing the convention for the first time, extending a warm welcome to them. They represent our future, those stepping up to learn more about their careers, and to possibly be our future leaders.

The next to be recognized are the retirees. They have blazed the trail we follow and our union is stronger because of them.

Those of us somewhere in between these two groups, serve as the threads weaving together the tapestry that is NCRLCA. We all began somewhere, and hope to make it successfully to retirement.

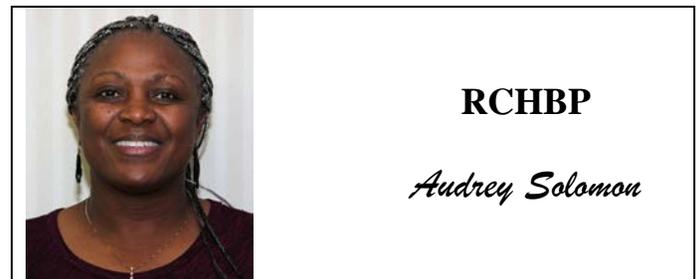
Since the subject of retirement is my project over the forthcoming three years, I want to begin by speaking directly to the importance of remaining active in our association following retirement. Our NCRLCA President and fellow North Carolinian, Jeanette Dwyer, also spoke on the relevance of retaining our members post-retirement. So, I am in

good company when I encourage you all to remain active in our organization.

I have learned, and continue to learn, from those who came before me. Their wisdom and eagerness to be helpful is priceless, not only to individual carriers, but to our association. Don't let your knowledge retire with you.

If you have the Rural Carrier Benefit Plan, you must remain a member in order to continue with your coverage under this insurance. You may pay annual cash retiree dues, or have them deducted on a monthly basis from your annuity. The dues withholding Form 1187 that you signed when you first joined the union as an active rural carrier does not transfer automatically upon retirement. However, you may fill out Form 1187-R, complete with your CSA number, and return it to the state secretary, Vicki Gray.

Your CSA number will be mailed to you from the OPM (Office of Personnel Management) when they receive your retirement application. It should be included on all correspondences to and from OPM. If you have questions concerning your CSA number; you may call OPM at 888-767-6738, send them an email: [retire@opm.gov](mailto:retire@opm.gov), or mail your question to: U.S. Office of Personnel Management, Retirement Operations Center, Post Office Box 45, Boyers, PA 16017.



It is time to start comparing options for your health benefit plan. Yes, it is fast approaching. I would like to give you an overview of the RCBP incentives.

### 1. Wellness Incentives

- a. members over 18 can earn up to \$175.00 in rewards from healthy rewards programs
- b. first complete a Health Risk Assessment and receive a \$75 gift card
- c. HRA helps you manage your health
- d. you will receive a personalized health summary

## 2. Biometric Screening

- a. complete a biometric screening through Quest Diagnostic and receive a \$100 gift card
- b. obtain a screening from Quest or have a physician complete the screening results and fax back to Quest
- c. once complete results will be at QuestforHealth.com and mailed to you {complete information on page 71 of the RCBP brochure under Section 5 (h)}

## 3. Additions or Enhancements to RCBP

- a. increased benefits for hearing aids from \$1200 to \$1500 per every 5 years
- b. massage therapy benefit added
- c. up to 30 visits per person per calendar year
- d. in-networks 85% no deductible
- e. out-of-network 75% of the plan allowance - no deductible

## 4. Telephonic Health Coach Program

- a. provides you one on one help from a Health Coach to improve your health. A Health Coach provides guidance, support and resources to help you maintain good health in areas such as
  1. Tobacco Cessation
  2. Weight Management
  3. Exercise
  4. Nutrition
  5. Stress Management
- b. you can schedule your appointments at your convenience which can range from 15 to 30 minutes once or twice a month

5. We pay 100% of covered charges for drugs, services and supplies for cancer treatment

6. Customer Service 800-638-8432

Monday thru Thurs 8 am to 530 pm EST

Friday 830 am to 530 pm EST

These are just a few of the benefits that make up the RCBP. If you need a brochure please notify me or Customer Service so that you can make an informed decision. Health care is an important decision please choose with great care.



Most of us buy insurance and, unless we have a major change, like purchasing a home or vehicle, a marriage, birth or death, we pay the premium on schedule without much thought. We have an agent we stay with because that's what we've been doing forever. We don't shop around for the best price and/or coverage but ask yourself this; would you buy clothing that's not a proper fit? Would you buy a car without checking other dealers for a better price or better features? Shouldn't the same be true with your insurance coverage? Just a few minutes of your time could make a lot of difference in the price and/or coverage of the insurance you buy!

There's more to writing an insurance policy for route vehicles that a lot of agents may not understand. They just don't write enough policies for rural carriers to know all the ins and outs of the Tort Claims Act. I've had several people tell me their insurance carrier never having heard of the Tort Claims Act. Won't mention any names but think of the little lizard. You might get a cut rate premium, but will you get cut rate service as well?

National General has a plan tailored to the needs of Rural Carriers & they are experts in handling Tort Claims. They have been a trusted partner of the National Rural Letter Carriers' Association for over 60 years and according to our State Treasurer report at this year's state convention the North Carolina RLCA received over \$10,000 in income from National General. That's just from the policies in force and quotes requested from NCRLCA members.

**Give National General a call at 888-325-7727 today and see if they can help you.**

**Our state code is R-44.**



# 2016 State Officers Reports

## **Annual Report of the President Daniel Caudle**

This report begins at the completion of the NCRLCA State Convention in Wilmington. It was at this convention when my duties as President for the NCRLCA began.

The first order of business was the post-convention State Board meeting. In this meeting, each Board member chose District assignments and was appointed duties associated with their position. We then had a Board meeting in July where we made plans for the coming year.

In August, I attended the National Convention in Reno, Nevada, representing the North Carolina Rural Carriers. I was truly grateful to have been able to present our State Flag before the whole delegation.

The NRLCA-mandated New Presidents Training at the National Office in Alexandria, VA, occurred in September. This was an instructive seminar that provided the necessary tools for achieving success in the office of President.

In the month of October, the Albemarle District held their Fall Meeting in Elizabeth City, and the Tar River District conducted their meeting in Greenville. I was able to attend both meetings and discuss postal issues with the members.

The State Booster assembled in Greensboro on Saturday, the 14<sup>th</sup> of November. The Board arrived the preceding day for a business meeting.

Once 2016 arrived, it was my responsibility to send out a letter to each District President and Secretary/Treasurer. The letter was to remind/instruct them of the duties associated with the proper techniques in conducting their Spring Business Meeting.

Attending Spring Business Meetings is a requirement for members of the State Board. The particular District Meetings where I was in attendance were Albemarle, Brushy Mountain, Peach Belt, Caswell County, Cumberland/Hoke, and Five County. I was unable to attend the Tar River District Meeting because of a schedule conflict.

In May, Vice-President Mitch Reece and I attended the Legislative Seminar in Washington, D.C. This seminar was for the purpose of contacting our National Representatives in both the House and the Senate. We tried to educate the Representatives we were fortunate enough to meet with (or their staff) about Postal issues. They all seemed to be very

interested in how many lives were affected in their districts by the Postal Service.

It was a busy year as President of our State Association. I traveled 11,383 miles, which included the trip to the National Convention in Reno, NV, and the trip to Alexandria as a part of the Ratification Committee. Overnight stays, for which our State Association was responsible, totaled eight. There were several other overnight stays for which the National Office was responsible.

Many thanks are to be extended to the State Board members. They were always ready to help when needed, and were a constant source of encouragement. I would like to thank the past Presidents who have called me and offered their wisdom from past experiences. I sincerely appreciate Brenda White, Derek Harpe and Dale Sain who have guided this Association through some choppy waters. Brenda and Derek had sleepless nights worrying about the financial situation of our State. Through their hard work and leadership, they made tough decisions which dramatically improved our bank account and made my job easier.

I also thank the National Board for their leadership and advice. Jeanette and Dennis were never too busy to talk and encourage me. Thanks go out to the DRs, ADRs, PT ADRs, and area and local stewards across the state. I appreciate their dedication to a difficult and thankless job.

Last of all, I thank my wife, Carolyn, who has been my companion and close friend to lean on. After 41 years of marriage, I am still excited to get home in the afternoon and see her.

Respectfully submitted,  
Daniel Caudle

## **Annual Report of Vice-President Mitch Reece**

This report covers my activities for the year beginning June 1, 2015 through May 31, 2016.

In June, I attended the state convention in Wilmington. In July, I attended one district meeting in Mooresville and the board meeting in Burlington. During the month of August, I attended the national convention in Reno, Nevada.

I attended 3 district meetings in Burlington, Ahoskie and Wilson in October. November included a board meeting and the Fall Booster in Greensboro.

In January, I attended SAC in Atlanta, Georgia.

In March, I attended the state convention planning board meeting in Cherokee, NC. Also in March, I attended the ratification meetings in Clemmons and Williamston.

In April and May, I attended district meetings in Franklin, Burlington, Gastonia, Wilson, Jacksonville, Spruce Pine and Asheville. Also in May, President Caudle and I attended the annual legislative seminar in Washington, DC.

I also attended 7 orientations in Greensboro, Charlotte and Raleigh during the past year.

I have traveled 7,384 miles on union business with 13 overnight stays. I used 34 days of LWOP between June 1, 2015 and May 31, 2016.

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

Respectfully submitted,  
Mitch Reece

**Annual Report  
of the Secretary/Treasurer  
Vicki Gray**

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

The duties and responsibilities of the State Secretary/Treasurer of the NCRLCA are defined under Article V, Section C. of the NCRLCA Constitution.

The following is my report of those duties.

**Financial Report:**

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

**Membership:**

The State membership ends on June 30, 2016. As of June 17, 2016 our membership stands at 4,958. Our current membership totals are: regular carriers 2,570; PTF's 22; relief carriers 1,523. There are 841 retired members as of this report. We also have 12 associate members I have processed 686 membership forms in this fiscal year with 21 of these being regular carriers. We had 72 members that passed away this year. There have been 31 regular

carriers that have cancelled their membership and 24 members have separated from the US Postal Service. We also had 24 RCA's cancel their membership and 389 that have left the US Postal Service. At last year's state convention, it was reported that we had 4701 members. This gives us a positive number of 257 new members this past year. This is the second year in a row that we have had growth. I hope it continues. Thank you to all of you, our Members, Academy Trainers, Stewards and our State Officers for your efforts in recruiting new members.

Let me elaborate on the relief carriers for a bit. I added 665 new RCA's to our membership. 389 RCA's left the postal service. **58%** of these new carriers did not remain with us. This number does not even include the ones that chose not to join the union. Just something to think about.

**RAFT:**

Recruit A Friend Today (RAFT), the recruitment program implemented by the National Office has continued to be a very successful recruitment tool again this year. As of June 17, 2016, I have processed 686 membership applications (1187's) through this program. Each recruiter will receive \$15 for each RCA's and \$50 for each regular carrier they recruited. Remember, they must remain on the rolls for ninety days before monies are received.

We must keep in mind that we have 2,624 non-members in North Carolina. There are 1126 regular carriers, 21 PTFs, and 1,537 RCAs that are not members of the Union. We all must continue to work on these non-members in our offices all across North Carolina. Our Union is only as strong as its members. Please encourage all carriers to join the NCRLCA.

**Department of Labor:**

As a recognized labor union, one of the biggest challenges of the NCRLCA is to deal with matters of law that apply to the NCRLCA and all of its subordinate units. It is the responsibility of the Secretary/Treasurer to comply with these laws by submitting in a timely fashion all required Department Labor Law reports.

The LM 2, which is the financial report from the state to the Department of Labor (DOL), was prepared at the close of our fiscal year and submitted to DOL in September, 2015. Also all 40 of our districts are required to submit a LM 4 report to the DOL within 90 days of the close of the fiscal year. All 40 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with the district records.

## **IRS and NC Department of Revenue:**

It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. The annual 940 report to the IRS was submitted before the deadline. The CPA firm of Sherrill, Blake and Harrison review our books each quarter to prepare these reports and do an annual audit of all our financial records. This annual financial report cannot be completed until after the close of the fiscal year on June 30, 2016 and will be included in a later issue of the *North Carolina Rural Carrier*.

## **Travel and Meetings:**

As your new State Secretary/Treasurer my initial training was with Derek at his home. Then it was off to Secretary/Treasurer Training in Alexandria, VA in July. I also attended the National Convention in Reno, NV in August, SAC in Atlanta, GA in January, our State Convention in Wilmington, the Fall Booster in Greensboro, all State Board Meetings, State Convention planning meetings, nine District meetings, both contract ratification meetings, and two new hire orientations. I have driven 6684 miles on association business. I have used 12 overnights that the Union paid for the hotel. I also had 2 overnights for National Secretary/Treasurer training that were paid for by the National Office.

## **Personal Note of Thanks:**

I want to thank you, the members, for believing in me and allowing me to be your Secretary/Treasurer. I have truly enjoyed working for you this year.

I would also like to thank all the Stewards, from the local Steward all the way up to the District Representatives, for all you do. You have a thankless job and are underappreciated. I just want to say that I realize how hard you work for the betterment of our carriers and our craft. I'm glad you are willing to do that job.

I especially want to thank Ronald Lineberger for all he has done for me this past year. He has always been there to answer any question that I may have. He has been my mentor and I have gained a great deal of knowledge from him.

I would also like to thank the State Board for their support. Special thanks to my husband and my family.

It has been my honor to serve you this year.

Respectively submitted,  
Vicki Gray

## **Annual Report of Executive Committeeman Chair, Derek Harpe**

This report covers my activities as Executive Committeeman and SAC Board Member from June 2015 through May 2016.

In June I attended the State Convention in Wilmington and in July I attended the board meeting in Burlington.

In August I attended the National Convention in Reno.

In October I attended the SAC Board Planning Meeting in Atlanta. In November I attended the Fall State Board Meeting and Fall Booster in Greensboro.

In January I attended the SAC Board Meeting in Atlanta as well as the SAC Conference.

In the springtime I attended the State Board/Planning Meeting for the State Convention in Cherokee. In Williamston I attended the Contract Ratification Meeting.

Throughout the year I also attended 11 district meetings along with representing the union at 40 RCA Orientations in Charlotte, Greensboro, and Hickory.

I traveled 7,530 miles and used 36 LWOP/AL Days for union business. I had three union paid overnights and four SAC paid overnights.

Many thanks to the membership, State Board, DR, ADR, Area Stewards, and Local Stewards for giving me the honor to serve this organization. I also thank my family for their support and love during the year. Most of all I thank the Lord for his traveling mercies and his grace.

Respectfully submitted,  
Derek Harpe

## **Annual Report of Executive Committeeman Brenda Gibbs**

This report covers my activities from my election to the state board in June 2015 to June 2016. I attended a post-convention board meeting June 17<sup>th</sup> for the purpose of receiving our district assignments. In July I attended a state board meeting. In August I attended the National Convention in Reno, NV. I was given the great pleasure of delivering the North Carolina flag so that our president, Danny Caudle could present it during opening ceremonies. While there I attended a state board meeting.

I attended the Southeastern District fall booster. After that I attended a state board meeting in November and the State Fall Booster on November 14<sup>th</sup> in Greensboro. In December I spoke at Orientation to the newly hired RCA's.

In January, February, March and June 2016 I spoke at orientations. In January I also attended SAC in Atlanta, GA. On the 17<sup>th</sup> of February I attended the mail count training seminar in Raleigh and spoke briefly to those in attendance.

In March I attended the Ratification meeting in Clemmons. Following that meeting I attended a state board meeting. In April I attended district meetings in Alamance, Person, Orange, Central Carolina and Southeast districts.

In May I attended the district meeting in Sparta. I have traveled a total of 3014 miles on union business and have enjoyed them all.

Thank you to all the members on the state board for your help and guidance during this past year. I have learned a lot and have greatly enjoyed this year.

Thank you to all the members for allowing me to represent you. It has been a great privilege serving you and getting to meet so many of you this past year. I have made many new friends. I look forward to serving you in the future.

Respectfully submitted,  
Brenda Gibbs

**Annual Report  
of Executive Committeeman  
Audrey Solomon**

Hello to all NC Rural Carriers. I have had the pleasure of meeting and fellowshiping with some of you. Thank you all for letting me attend your meetings. I have learned a great deal from you and I look forward to learning more.

This report will cover my activities as Executive Committeeman from June 2015 thru May 2016.

The year began with the State Board Meeting immediately following the State Convention in Wilmington, whereas; I received the list of districts I would be assigned too. I attended my first detailed Board Meeting July 20<sup>th</sup> in Burlington. I attended the Fall State Board Meeting and Booster in Greensboro in November. Mitch Reese shadowed me for my first 3 new hire orientations, however; now I have the great opportunity to speak with all the newly hired RCAs and inform them about the Rural Carriers Union. I attended the SAC Convention in Atlanta. I know the weather was

fierce but it was well worth the trip. I attended the Mail Count Seminar in Williamston in February. In March, I attended the Contract Ratification Seminar in Clemmons, NC and the State Board Meeting in Cherokee, NC to finalize the State Convention contracts. I attended 8 district meetings from September 2015 thru May 2016. I traveled a total of 4071 miles using 4 LWOP days in 2015 and 10 LWOP days thus far in 2016 and 3 overnights.

I would like to thank God for all my traveling mercies, grace, and guidance.

I would like to thank the State Board members for sharing their knowledge and guidance. Thanks to all the Stewards across the state (Local, Area, ADRs and DRs) for a job well done.

I would especially like to thank my husband Kelvin and daughter Tia for their support and patience and making my late night travels easier.

I have truly enjoyed this first year. THANK YOU.

Respectfully submitted,  
Audrey Solomon

## **2016 Appointed Officers Reports**

**Annual Report  
of PAC Chair  
Van Heath**

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

As of June 1, we have raised just over \$22,000. That puts us just a few dollars ahead of where we were this time last year. This year we are again sitting in fourth place nationally. The percentage of members that are supporting our PAC continues to decline. This year less than 3 percent of our members have donated to our PAC. Personally I think it is disgraceful that 97% of our membership does not think what we are doing is worth a onetime donation of \$25 per year. Throughout the year I have people that make donations of five or ten dollars at a time but do so somewhat regularly. I don't pretend to know the financial situations that many of our members find themselves in but I still think that every member can afford to make a \$25 donation each year even if they need to make it \$5 at a time. With the support that our PAC currently has, if we could just raise the participation level to twenty

percent I still believe we would be a force to be reckoned with nationally. I think it's that important, unfortunately only three percent of our members agree. With that said, I want to thank all of our regular members that support our PAC every year and do so by digging deep. Without your support we would truly be in sad shape.

Our Sustaining members increased by one this year. Our high was in the 2012-13 PAC year with 28. We dropped to only 21 last year. This year we sit at 22. Withholding and EFT is still the most painless way to donate to PAC. Just think, \$5 per pay period adds up to \$130 per year. \$21 a month makes you an Elite donor. That an easy and simple way to help fight the insanity in D.C. I have passed out a few Sustaining Donor forms this year but have not seen that most were ever submitted

In the past year your PAC Chair attended the National Convention in Reno, Nevada, the South Atlantic Conference in Atlanta, the Fall Booster in Greensboro, as well as eleven District Meetings.

As Federal Employees we are always an easy mark in Washington. We are still under attack from all sides. We won the Six-Day Delivery battle for the time being, but the war is never over. It seems that the new battle will be healthcare benefits, retirement and pay. Recently there has been an attack on unions in general. Members of congress want to count all union members that do not vote as votes against the union and against our negotiated contract. If this bill were law, our last contract would have gone down in flames because of the overwhelming majority of our membership that could not be bothered to vote.

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

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

Respectfully submitted,  
Van Heath

**Annual Report of  
Historian  
Robert Gurganus**

President Caudle, State Board, National President Dwyer, Special guests and fellow Rural Carriers, This is the North Carolina Rural Letter Carriers' Historians Report for the year 2015.

The 111th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 90th State Convention of the Auxiliary was held at the Wilmington Hilton in Wilmington, North Carolina from June 21-24, 2015. Officers elected during the convention were as follows:

President - Daniel Caudle  
Vice President - Mitch Reese  
Secretary/Treasurer - Vicki Gray  
3 year Executive Committeemen - Audrey Solomon,  
2 year Executive Committeemen - Brenda Gibbs  
1 year Executive Committeemen - Lynn Shoe

The assembled members were honored to have National President Jeanette Dwyer as an honored guest during the convention.

Delegates to the National Convention were announced, and the 2015 Fall Booster was scheduled for November 14, 2015 at the Sheraton Four Seasons in Greensboro, North Carolina.

Cherokee, North Carolina was chosen as the site of the 2016 State Convention to be held at Harrah's Cherokee Resort from June 26-29, 2016.

The 2015 NCRLCA Member of the Year award winner was Jeff Essick, This concludes the State Convention Report.

Lynn Shoe resigned his position in October 2015 for personal reasons. The board selected Derek Harpe to fill this position until a new election could take place at the next State Convention. Derek was chosen because he was a former officer of the board. This coincides with past practice for filling a vacancy on the board.

On November 14, 2015 the Fall Booster was held at Sheraton Four Seasons in Greensboro, North Carolina. The meeting began with an Invocation by NRLCA National Chaplin Doug Byrum, followed by a welcome by President Daniel Caudle and a call to honor those members of our union who have served our country as a member of the armed forces.

NCRLCA scholarship winners were announced, NCRLCA Member of the Year Jeff Essick was honored by the assembled membership and the afternoon session was led by the NCRLCA District Representatives and Assistant District Representatives.

Respectfully submitted,  
Robert Gurganus

**Annual Report of  
Auto-Homeowners' Insurance Representative  
Brian Hamlett**

This report covers my activities since being appointed to fill the position of Auto/Home Insurance Representative in September 2015.

I attended Fall Booster at the Koury Convention Center in Greensboro and SAC in Atlanta, GA. I attended the Spring District meetings in Caswell, Alamance, Guilford, and Person counties. It has be a pleasure and an educational experience. I would like to thank the board for the opportunity to serve the membership this past year.

If I can ever be of service with Auto or Home Owners Insurance information don't hesitate to contact me.

Respectfully submitted,  
Brian Hamlett

**Annual Report of  
Editor  
Vicki Gray**

This past year was another successful year for the *North Carolina Rural Carrier*. We printed 6 issues for a total of 30,700 copies with a total of 124 pages. The smallest edition was 16 pages and the largest was 30 pages. The average cost per edition this year was 87 cents for printing with 36 cent for postage, totaling \$1.23 per copy.

We are currently printing 5200 issues per edition.

This job was a new experience for me. I had never done anything along the lines of put together a newsletter. I want to thank everyone that wrote an article to be published in our paper. Our officers and stewards continue to provide very good and informative articles and cover many very important issues before us as a union. Again, my thanks to each one for your contributions, without these articles there would be no *North Carolina Rural Carrier*.

I would like to remind everyone of the importance of the information on the second page of the *North Carolina Rural Carrier*. Please make note of the State Officer assigned to your district. When planning your district meeting, contact the assigned officer and your assigned Steward to verify that they we be available for your meeting. This will avoid any schedule conflicts and insure representation

from the State Board and from a District Representative or Assistant District Representative at your local meeting. Officers and Stewards are very busy during District meeting times and conflicts sometimes can be avoided with early contact.

Respectfully submitted,  
Vicki Gray

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

This report covers my activities from June, 2015 through May, 2016.

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

During the past year I attended the State Convention in Wilmington and the National Convention in Reno, Nevada. I also attended several District Meetings and visited RCA Academies in Greensboro and Taylorsville to speak to the new relief carriers about the NRLCA.

I maintained the calendar for the site to provide a quicker and comprehensive view of current events, meeting dates and times. A more user friendly version was added this year. The goal for the website is to provide useful information in a timely and efficient manner. Remember, this is your website and the information posted is for your benefit. The site is another tool for you to utilize to educate yourself.

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

Respectfully Submitted,  
Jeff Essick

**Deceased Members Remembered at Memorial Service during State Convention**

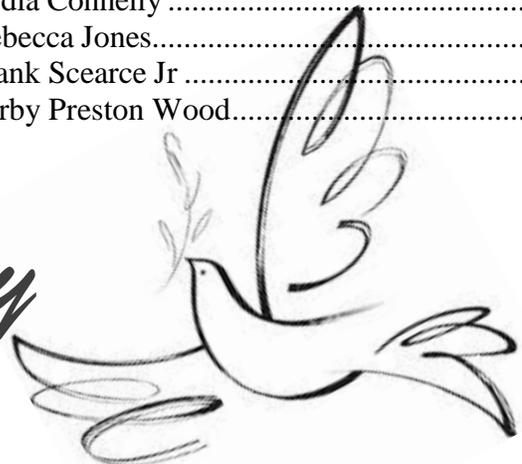
Lynda Andrews ..... McLeansville  
 Elizabeth Baker ..... Valdese  
 Victor Roy Barbee ..... Greensboro  
 Lynda Bowman ..... Charlotte  
 Ernest Branch ..... Raleigh  
 Agnes Brinn ..... Pinetown  
 Rebecca Brown ..... Hayes  
 Charles Buchanan ..... Newland  
 Witcher Burton ..... Laure Hill  
 Michael Clodfelter ..... East Bend  
 John Crawford ..... Franklin  
 Gerald Cross ..... Greensboro  
 James Crowell ..... Matthews  
 Thomas Cuddington ..... Oxford  
 Allen Daughtry ..... Clinton  
 Sue Davidson ..... Statesville  
 Charles Davis ..... Lexington  
 Harold Dugan ..... Bryson City  
 Lester Eaker ..... Lincolnton  
 Carter Evans ..... Lexington  
 Howard Feis ..... Oakboro  
 Joanna Fesperman ..... Mt Gilead  
 James Fie ..... Waynesville  
 Ralph Floyd ..... Fairmont  
 Hirham Foster ..... Yanceyville  
 Reita Gaither ..... Greensboro  
 Leo Goodman ..... Gold Hill  
 Arnold Green ..... Wilmington  
 Zadie Hall ..... Kelly  
 William Hawkins Jr ..... Rutherfordton  
 Cecil Hayes ..... Tryon  
 Clyde Hicks ..... Monroe  
 Calvin Huffman ..... Valdese  
 Thomas Huffman ..... Chinquapin  
 Emily Huie ..... Olin  
 Dewey Johnson ..... Wadesboro  
 Alfred Kirkland ..... Chapel Hill  
 Raleigh Knowles ..... Ellenboro  
 Lincoln Marston ..... Goldsboro

William Mathot Jr ..... Huntersville  
 John Mayhue Jr ..... Charlotte  
 James Maynor ..... Pembroke  
 Owen S McDuffie ..... Dunn  
 Glenn McNeill ..... Troy  
 Ivan Mendenhall ..... Siler City  
 Hubert Metcalf ..... Columbus  
 Nancy Norris ..... Concord  
 Prennis Page ..... Stedman  
 Arthur Pasley ..... Grassy Creek  
 Charles Penland ..... Hickory  
 Billy Phillips ..... Bear Creek  
 Ralph Pope ..... Kenly  
 Don Randall ..... Cherryville  
 Theodore Rector ..... Salisbury  
 William Rhodes ..... Madison  
 Sara Robinson ..... Morven  
 Murray Rouse ..... Kinston  
 Elery Sampson ..... Kinston  
 Ginger Sawyer ..... South Mills  
 Lynwood Shelton ..... Sandy Ridge  
 Lisa Shumaker ..... Denver  
 Edmund Smith ..... Lexington  
 Paul Snider ..... Huntersville  
 Peggy Stebok ..... Elizabeth City  
 Lloyd Thomas ..... Cameron  
 James Tucker ..... Marshville  
 Walter Turner ..... Albemarle  
 Dianna Valente ..... Kannapolis  
 Ernest Webster ..... Graham  
 John Webster II ..... Jacksonville  
 Thomas Whitwork ..... Franklin  
 Lillian Wilkerson ..... Marion  
 Keith Williamson ..... Bahama

**Auxiliary**

Lydia Connelly ..... Franklin  
 Rebecca Jones ..... Zebulon  
 Frank Searce Jr ..... Leland  
 Kirby Preston Wood ..... Dunn

*Heartfelt Sympathy*





# State Convention

## Big Success for PAC

EVERYONE,

### PLEASE READ THIS SECTION!!!

I have had to attempt to correct a lot of PAC donation checks and have had to return a few. Please read these rules for PAC Donations (FEC Rules, not made up by us.)

All Checks **must** be made out to:

**NRLCA PAC.**

No other wording is acceptable.

If you collect cash for PAC at a district meeting, you must convert the cash to a Money Order before you send it to me. It is against Federal Election Commission rules for you to take the money and then write a check on your account. That is called co-mingling of funds and people go to jail for that. Yeah, it's that serious.

Please follow these two simple rules and our PAC will be very appreciative.

We raised a lot of money this year at our State Convention in Cherokee. The final tally was: \$16,575. There ain't nothing shabby about that. Thanks to everyone for supporting your PAC.

This support came in a lot of ways. First, there was the simple donation to PAC. Then of course there was the PAC Donation Barbecue Dinner before the PAC Auction. Then there were the items donated to the auction and last; but certainly not least, there were the winning bidders in the auction.

With a drum full of raffle tickets for all the members that had donated at least \$25 since last August 1<sup>st</sup> we ended up with only two winners for the three prizes. Audrey Solomon won the second place prize of \$150. My mind was blown when the same person was drawn for third place and first place. Ms Lucky was none other than Christine Laney. The tickets were well mixed in a professional ticket drum and the winning tickets were drawn by a sweet young lady, Miss Allison

Holt (granddaughter of Claire Glass) that did a great job. Thank you Miss Allison Holt.

I need to thank a lot of people for making our PAC year end with a big bang.

Our dinner was served by a group of great members including Dennis, Sally, Stephanie and Ryan Conley along with Norma Williford, Doug Byrum, Ellen Reavis, Cathy Hogan and Hugh Williams. I took the donations and was relieved by my wife Roanoke Heath, so I could have a bite to eat.

The items for the auction were accepted and receipted by Doretha Wagoner, Margaret Hutchens and Brenda Gibbs. Thank you ladies.

The auction was officiated over by almost all of our usually group of suspects. Our auctioneer extraordinaire was none other than Lonnie Thigpen.

The very experienced Vannas were Harold Norris and Donald Ayscue.

Our bid recorder was Peggy Vance.

Collections were handled by Vicki Gray and Lynn Adams.

I thank everyone for their help. Without all of these volunteers we just couldn't have an auction or a dinner. I also want to thank everyone that donated items for the auction. We had some really great items and certainly I must thank all the bidders, whether you won the item or not.

Breaking down the money just a little deeper, the dinner brought in \$1,488. The fair market value of the items donated for the auction was \$5,859 and those items brought in \$7,055 for an evening that raised \$14,402 for our PAC.

On the next few pages will be our donor list. I have tried to make sure everybody is listed but I found some errors along the way. If I have left you off the list, please let me know. I want to acknowledge everyone for supporting out PAC.

*Van Heath*

*NC RLCA PAC Chair*

# 2015-2016 PAC Donor List

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 this year, and every member of the House is also. 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 161 (3.45%)  
Members missing 4507 (96.55%)

3.45% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

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

Thank you.

## Send PAC Donations to:

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

**Phone: 252-792-6614**

**Cell: 252-809-2144**

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

**For internet security; when emailing,**

**Subject line should read "PAC"**

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

## SAPPHIRE Level (\$2000+)

Danny Caudle  
Dennis Conley  
Jeanette Dwyer

## DIAMOND Level (\$1000+)

Sally Corriher  
Derek Harpe  
Ronald Lineberger  
Debbie Neal  
Brenda Prevatte

## RUBY Level (\$500-999)

Lynn Adams  
Doug Byrum  
Ken Frazier  
Phillip Fulwood  
Brenda Gibbs  
Claire Glass  
Vicki Gray  
Van Heath  
Bryan Hudgins  
Eileen Jensen  
Brenda Johnson  
Christine Laney  
Sue Ligon  
Jimmie Reavis  
Mitch Reece  
Dale Sain  
Barbara Smith  
Lonnie Thigpen  
Betty Westbrook

## How Can I Contribute?

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



# 2015-2016 PAC

## Donor List

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

Tom Adams  
Bonnie Arsenault  
Van Carter  
Michael Caudill  
Heather Cook  
Cathy Hogan  
Stanley Howell  
Robin Hoyle  
Margaret Hutchens  
Renee Johnson  
Carl Kelly  
Harry Kirk  
Reggie Neal  
Harold Norris  
Audrey Solomon  
Roger Southern  
Frank Suttles  
Peggy Vance  
Doretha Wagoner  
Brenda White  
Diane Yost (APCU)

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

Donald Ayscue  
Bill Bailey  
Kerry Carawan  
Michael Caudill  
Joe Collins Jr  
Ralph Dagenhart  
Jennifer J Davis  
Chris Derrick  
Jeff Essick  
Kenneth Fuller  
Robert Greenwood  
Robert Gurganus  
Jerry Huffines  
Terry Huffines  
Bonnie Johnson  
Mary Josewitz  
Victoria Keathley  
Janet Kight  
Harold Knight

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

Barbara Koontz  
Connie Lindsay  
Melissa Liverman  
Gail Naillon  
Donna Parker  
Kim Ranker  
Cecil Reaves  
Clarence Rogers  
James Simmons  
Bethany Small  
Alfred Stallings  
Charles Stewart  
Janet Stiff  
Joseph Whitley  
Hugh Williams

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

Thomas Adams  
Elaine Althoff  
Bobbie Battle  
Dianne Boone  
Ramona Brooks  
Joe Brown  
Marlene Cantler  
Brian Davis  
Judy DiBacco (Friend)  
Marilyn Ellis  
Kay Elswick  
Tracy Greer  
Brian Hamlett  
Nancy Hargrave  
Grayling Harrington  
Mary Hill  
Debra Hines  
Frank Hines  
Glenn Johnson  
Kelly Kenny-Futch  
Jadwiga McClelland  
Norbert Mildner  
Johnice Perry  
Robertta Rauen  
Ellen Reavis

### LEADERSHIP Level (\$50-99)(continued)

William Richardson III  
Betty Stovall  
Arles Taylor  
Michelle Vance  
Ann Voliva  
Keith Wagner  
Earl White  
Kathy White  
Pete Williford  
Art Young

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

Shirley Alston  
Diana Andrews  
Kim Atwell  
Curtis Bahr  
Stanley Barnes  
Matt Baum (APCU)  
Vivian Bridgers  
James Brooks  
Jennifer Brunson  
Cynthia Bunch  
Lorena Craig  
Avis Creech-Davis  
Patty Eure  
Bettie Gales  
Dana Harris  
Sandra Hazlett  
Latoya Henry  
Wanda Herring  
Jennifer Hinshaw  
Brenda Hollowell  
Leigh Huffman  
John Humphreys  
Nancie Hunnicutt  
Latonya James  
Shaia Judd  
Thelma Lea  
Janet Leohr  
Mark McKendree  
Diane Macadlo  
Deborah Mcpherson

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

Ivy Monger  
Beatrice Moore  
Sharon Moore  
Kenneth Nicholson  
James Nixon  
Etta Palmer  
Jimmy Preddy  
Carolyn Randall  
Christopher Rees  
Rhonda Sears  
Brenda Sellers  
Sherrie Stephens  
Joshua Stow  
John Tucker

### SUSTAINING MEMBERS

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

## North Carolina District Representatives

### Mid-Carolinas

**Sally Corriher**  
PO Box 460  
China Grove, NC 28023-0460  
704-855-2629  
[Sally.Corriher@nrlca.org](mailto:Sally.Corriher@nrlca.org)

### Greensboro

**Frank Suttles**  
PO Box 745  
Carrboro, NC 27510-0745  
919-932-7835  
[James.Suttles@nrlca.org](mailto:James.Suttles@nrlca.org)

## Assistant District Representatives

### Mid-Carolinas

**Bethany Small**  
PO Box 11001  
Southport, NC 28461-1001  
910-477-2429  
[Bethany.Small@nrlca.org](mailto:Bethany.Small@nrlca.org)

**Eddie Moss**  
PO Box 1271  
Gaffney, SC 29342-1271  
864-504-1712  
[Eddie.Moss@nrlca.org](mailto:Eddie.Moss@nrlca.org)

**Kelly Kenny Futch**  
PO Box 131  
Sneads Ferry NC 28460  
(910) -818- 4843  
[Kelly.Futch@nrlca.org](mailto:Kelly.Futch@nrlca.org)

### Greensboro

**Barbara Smith**  
PO Box 14985  
Raleigh, N C 27620-4985  
919-212-1564  
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## 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  
**Brenda White**  
252-339-7792

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## Steward Annual Reports

### Annual Report of Mid- Carolina District Representative Sally Corriher

This end of year report covers my activity from July 1, 2015 through June 30, 2016. I attended the National Convention in Reno, the NC State Convention in Cherokee, Fall Booster in Greensboro and the SC Spring Rally in Lexington, SC. In the fall I attended Regional Steward Training and in the spring I attended the District

Representative Seminar both were held in Alexandria, Virginia.

I have been involved in 4 local steward trainings, 12 mail count trainings for carriers and managers, 2 Labor Management Meetings, 6 District Safety Team Meetings, 13 District Meetings, 2 Contract Ratification Meetings, and 7 Step 2 Meetings.

My grievance activity included 254 PDIs, 58 contractual grievances and 56 discipline grievances for a total of 134 grievances. The discipline included 12 Letters of Warning; 2 - 7 Day Suspension; 5 -14 Day Suspensions; 11 Emergency Placements and 12 Removals.

This past year I have driven 19,100 miles for Union business, trainings, and to attend local and state meetings. I required 22 overnights.

This has been a very busy year for all the stewards in North Carolina. I want to say thank you to the local stewards for working so hard for the carriers in your offices. The area stewards and the assistant district representatives who provided the carriers with support, advice, and representation throughout this trying year, thank you for all you do.

A special thank you to Tracy Davidson and Barbara Smith who have given many years of service to this great union. You have worked tirelessly for the carriers in North Carolina. We are blessed to have worked with you both.

Thank you to my husband, Barry, for supporting me and being my sounding board. Lastly I want to thank the rural carriers of North Carolina for supporting all the stewards as we work together to make our union strong.

Respectfully submitted,  
Sally Corriher

**2016 Annual Report of  
Mid-Carolinas  
Assistant District Representative  
Bethany Small**

This end-of-year report covers my activity from July 1, 2015 through June 30, 2016.

I attended the National Convention in Reno, NV in August 2015 and I attended the NC State Convention in Cherokee NC in June 2016. I participated in 1 Area Steward training and 1 Local Steward training. In November 2015, I attended the Fall Booster in Greensboro and I attended the Fall Regional Steward Seminar in Alexandria, VA. I attended 3 Carrier Mail Count training sessions and 6 Manager Mail count meetings throughout the Mid-Carolinas district. I attended two district meetings for Southeastern District #8; the fall meeting was held in Lumberton and the spring meeting was held in Whiteville. I attended the spring district meeting for the Sea-level District #23 in Wilmington, the spring district meeting for Harnett County #32 in Coats, the spring district meeting for Tidewater #52 in Jacksonville and the spring district meeting for Tar River #51 in Greenville. I became a full-time ADR on December 26, 2015 and I continue to serve as an NRLCA Rep for the Mid-Carolinas USPS/NRLCA safety team.

I drove 10,124 miles in 2015 (June-December) and I drove 11,684 miles thus far in 2016 and I rented a car on 12 occasions (3,583 miles) for union business, training and meetings, for a total of 21,808 miles for this period. I stayed overnight on 10 occasions.

During the last 12 months I attended 65 Pre-Disciplinary Interviews and I have processed 96 grievances. There are currently 2 at Step 1, 50 were sustained, 31 were settled, 9 were appealed to Step 2, 3 were denied at Step 1 and not appealed and 1 was withdrawn. Of those grievances, 67 were contractual, 21 were disciplinary and 8 were class actions. The disciplinary cases consisted of 11 Letters of Warning, 3 14-day suspensions, 3 removals and 4 Emergency Placements.

These last 12 months have been a period of great change for me, but I am so grateful for all of the wonderful people in my life. I would like to thank the NCRLCA State Board for their support and I would like to thank District Representative Sally Corriher for her patience and guidance as I continue to learn and grow in my position as a full-time ADR. I would like to thank Frank Suttles, the Assistant District Reps, the Area Stewards and the Local stewards that I have had the pleasure to work with, I have learned from each of you and I am grateful for your friendship. I would also like to thank Barbara Smith and Tracy Davidson who during their tenure in the Mid-Carolinas district were incredibly kind to me as I was learning the ropes; I would like to wish them both a wonderful retirement. I would also like to thank NC and National Chaplain Doug Byrum for his unwavering faith and kindness. I would like to thank the Rural Carriers that welcome me into their lives and trust me to fight for them. Lastly, I would like to thank my Husband, Matthew, who is my heart and soul and is the best partner I could have ever asked for.

I continue to meet the most amazing people and I consider myself so fortunate to have the opportunity to work with such wonderful people, many of whom I now call friends. It has been, and continues to be, an honor to be a representative of this Union and to work for the collective good of the rural carrier craft.

Sincerely,  
Bethany Small

**2016 Annual Report of  
Greensboro/Mid-Carolina Districts  
Assistant District Representative  
Barbara Smith**

This report includes my activities from July 1, 2015 thru June 24, 2016.

During the last year I attended the State Convention in Wilmington, National Convention in Reno, Nevada, Capital Metro and Northeast Areas District and Assistant District Representative Seminar in Alexandria, Virginia, SAC Conference in Atlanta, 6 Labor Management Meetings, 3 Steward Trainings and 4 Steward Meetings. Also, participated in one Mail Count Training, visited the Raleigh Plant during the Mail Count. Attended 5 District Meetings in the Greensboro District. I have driven 8,917 miles on Union business.

Grievance activity for Greensboro District was 113 contractual settled at Step I, 13 contractual appealed to Step II, 22 Letter of Warnings settled at Step I, one 7-Day Suspension settled at Step I, one 14 Day suspension settled at Step I, one Emergency Placement settled at Step I, two appealed to Step II, two Removals settled at Step I, and six appealed to Step II. A total of 175 PDIs were held in the Greensboro District and 84 of those were held in the Apex Post Office.

Grievance activity for Mid-Carolina was 3 contractual settled at Step I, 7 contractual appealed to Step II, four Letter of Warnings settled at Step I, one appealed to Step II, two 7-Day Suspensions settled at Step I, one Emergency Placement settled at Step I, one Emergency Placement appealed to Step II, one Removal appealed to Step II. A total of 12 PDIs were held in the Mid-Carolina District. Effective January 1, 2016 I no longer served in the Mid-Carolina District.

For both districts processed 181 grievances, 136 contractual grievances, 27 Letter of Warnings, three 7-Day Suspensions, one 14-Day Suspension, five Emergency Placements, and nine Removals. A total of 187 PDIs were held in both districts.

Thanks for all the support from the association and all carriers who serve in the steward capacity. It has been an honor and privilege to serve the rural carriers of North Carolina. A special thanks to my family for all their support while serving in this capacity, especially my husband Linwood.

Respectfully submitted,  
Barbara Smith

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

This report covers activities from June 30, 2015 to June 30, 2016.

During this time I was unable to attend the National convention in Reno, Nevada but did attend the Fall Booster in Greensboro, NC, Regional Steward Training in Alexandria, VA, and the National Steward Seminar, also in Alexandria. I also attended our State Convention which was held in Cherokee, NC.

I attended 8 District meetings, 7 safety meetings, and 2 Contract Ratification Meetings. I also attended 3 meetings held with the Assistant Area Stewards and the Area Stewards to discuss issues within our district. We also had 2 mail count trainings in our district which I was a part of and I visited the plants during the mail count.

We held meetings with management at the District in Greensboro and I was a part of 32 Labor/management meetings during the year. I traveled 12,216 miles while on union business and required 18 nights of lodging.

Grievance activity included 52 grievances handled at Step 1. Of these, 43 were contractual with all being settled but 3, which were appealed to Step 2. Of those 43, five are pending decision. Discipline grievances totaled 9 with 3 Letters of Warnings, all settled, 1 seven and 1 fourteen day suspension, which were settled. There was 1 emergency placement which was settled and 3 removals with two being settled and one pending decision at Step 2.

Step 3 activity included 9 grievances. Four (contractual) of those were settled with 5 (3 removals and 2 emergency placements) pending decisions.

It's an honor and a privilege to serve the rural carriers in the Greensboro District and thanks to the NRLCA both at the National level and also at the state level for all of their support and help.

A special thanks to the ADRs and the Area stewards for all the hard work that they do on a daily basis. I cannot forget the local stewards either, for the work that they do on the front line in the offices.

A special thanks to my family, Donna and Kacie, for allowing me to do this. I have to mention the grandbaby, Donavynne, and thank her for breaking the monotony on days that she visits.

Respectfully submitted,  
Frank Suttles

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

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

This report covers activities from June 27, 2015 through June 24, 2016.

During this time frame I attended the Fall Booster in Greensboro and Regional Steward Training in Alexandria.

I attended 7 district meetings, several labor-management meetings, attended required steward meetings, conducted mail count training and assisted with local steward training.

PDIs during this frame totaled 43. I traveled 18,100 miles on union business and required 34 nights of lodging.

Grievance activity included 113 grievances at step 1. Of these 93 were contractual with 88 settled and 5 denied. Discipline was comprised of 16 grievances.

Removals numbered 4 with 2 settled and 2 denied. Emergency placements numbered 5 with 2 settled and 3 denied. One 14 day suspension was heard which was settled. Two 7 day suspensions were heard and settled. Letters of Warning numbered 4 with all settled. Four grievances are pending decisions or to be scheduled.

Step 2 activity included 158 grievances. Of these 119 were contractual with 110 settled and 9 denied. Discipline grievances numbered 21. Ten removals were heard at step 2 with 7 settled and 3 denied. Other discipline included 7 emergency placements (5 settled, 2 denied), 2 fourteen day suspensions (all settled), and 2 letters of warning (all settled). Eighteen grievances are at step 2 to be heard or pending decision that include 15 contractual and 3 removals.

Respectively submitted,  
Bryan Hudgins

This report includes my activities from July 1, 2015 through June 24, 2016.

I attended the National Convention in Reno, Nevada, the Fall Booster in Greensboro and the Cap-Metro DR/ADR training in Alexandria, Virginia. During the year, I also attended 3 Greensboro District Steward Meetings for the DR/ADR and Area Stewards, and two meetings to discuss issues with the Greensboro District Manager and staff. (The 2016 NC RLCA State Convention in Cherokee will be included in next year's report, as it is scheduled for June 26 -29.)

I attended 12 District Meetings and assisted with Local Steward Training across the Greensboro District at 3 locations. I visited the Greensboro Plant before, during and after the 2016 Mail Count and assisted in conducting mail count training across the district in January. I also visited the Greensboro and Taylorsville RCA Academies.

I traveled 19,232 miles on union business and required 8 nights of lodging.

I met with management on 28 occasions for Labor-Management Meetings. I was present at 86 PDIs. I heard 126 grievances at Step 1 during this period. There were 38 Discipline cases (14 Letters of Warning, five 7 Day suspensions, four 14 Day suspensions, five Emergency Placements, nine Removals and 1 Indefinite Suspension). I settled 29 of the 38 Discipline grievances at Step 1 and 9 were appealed to Step 2. I heard 88 Contractual grievances at Step 1. Of these, 71 were settled at Step 1 and 17 were appealed to Step 2. An additional Contractual grievance is pending and is to be heard at Step 1 the 2nd week of July.

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

Respectfully submitted,  
Jeff Essick

**Annual Report of  
Greensboro  
Assistant District Representative  
Gail L. Naillon**

**THE NCRLCA  
HISTORICAL COMMITTEE**  
*James Comer*

This report covers activities from August 1, 2015 through June 25, 2016

During this time I attended 4 district meetings, 180 PDI's and attended several labor-management meetings. I assisted in 2 mail count trainings, attended required steward meetings and assisted with local steward training. I checked the plant during mail count.

I traveled 12,762 miles on union business and required 10 nights of lodging. I used 112 days of LWOP.

My grievance activity included 131 grievances in which 90 were contractual. I settled 85 of them at step 1 and 5 were appealed to step 2. I had 41 discipline grievances. I had 27 Letters of warning in which all were settled at step 1. I had six seven day suspensions of which all were settled at step 1. I had two fourteen day suspensions which were settled at step 1. I had three Letters of Removal, settled one at step 1, appealed two to step 2. I had 3 emergency placements, two were settled at step 1 and 1 was appealed to step 2.

I would like to thank Frank, Barbara, Bryan and Jeff for all of their support and words of encouragement and wisdom this last year.

A special thanks to my family, especially my children Hunter and Laci for their support while I have fulfilled my duties to serve the National Rural Carrier Association. It has been an honor and privilege to serve the carriers of North Carolina.

Respectfully submitted,  
Gail Naillon

This vintage photograph shows the U.S. Mail delivering a parcel by horse and buggy; reminding everyone currently working for USPS that we have been in the parcel business right from the very start. **LONG** before Amazon Prime became a part of our daily duties.



This photograph was found in the Marion, N.C. Post Office and brought to our Historical Display by Christine Laney. There are no known details to share regarding it. It sure does demonstrate that old cliché "A picture is worth a thousand words".

I would like to thank "everyone" that shared their neat items to help make a great Historical Display at our State Convention in Cherokee, N.C.

Next, I would like to compile a complete list of the Stewards. That information failed to make the original "History of the North Carolina Rural Letter Carriers' Association" (1904-1986)

If you have any information that you would like to share with the Historical Committee please contact one of us.

James V. Comer, [jvcomer@windstream.net](mailto:jvcomer@windstream.net)  
P.O. Box 2681, Sanford, NC 27331-2681;

Ronald Lineberger, [ronamail@charter.net](mailto:ronamail@charter.net)  
3668 Startown Road, Maiden, NC 28650-8722; or

C. Harold Knight, [knightef@midspring.com](mailto:knightef@midspring.com)  
738 Stone Mountain Road, Stoneville, NC 27048-7689

**Editor's note:** I did some research on the photo that James Comer & Christine Laney have provided. It is a rural carrier. The photo was taken by Harris & Ewing in 1914. The original glass negative is part of a collection given to the Library of Congress in 1955. The title of it is POST OFFICE DEPARTMENT. PARCEL POST. RURAL FREE DELIVERY. The location is unknown. No other information is available.  
\*\*There are no copy right restrictions on this photo.

**NORTH CAROLINA AUXILIARY  
OFFICERS**

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**VICE PRESIDENT**

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**MRS. SUE KELLY**  
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**CHAPLAIN**

**MRS. CAROLYN WARD**  
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**JUNIOR SPONSOR**

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**PAST PRESIDENT**

**MRS. SUSANNE REAVIS**

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336-957-2004

**JUNIOR BOARD**

**PRESIDENT**

**MADISON HALL**  
9028 Main Street  
Godwin, NC 28344-8387

**VICE PRESIDENT**

**BOBBY DWYER**

305 W Oak St  
Lake Waccamaw, NC 28450

**SECRETARY/TREASURER**

**BLAYNE COPELAND**

106 Dogwood Lane  
Camden, NC 27921-7668

**Auxiliary News**

**Secretary/Treasurer**

*Sue Kelly*

It was good to see our extended family this year at Harrah's Resort in Cherokee North Carolina. This meeting gave us a chance to learn and express our concerns.

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

We had a joint session with the Association and Juniors on Monday morning. L. E. White had the pleasure of announcing me, Sue Kelly, as the Auxiliary Member of the Year. I was very humbled and grateful.

Later on Monday morning Leann Essick called the Auxiliary meeting to order. Norma Williford began each session with words of wisdom in devotion. Norma also led the group in Pledges and reading the Creed. Charles Adams reported from the audit committee that the books were in order. A motion was made and seconded to dispense with reading of the minutes since everyone had a copy. Charles Adams read the candidates of office as follow: President LeAnne Essick, Vice President Norma Williford, Secretary/Treasurer Sue Kelly and (3) Committee members Janice Fulwood, Susanna Reavis, and Roanoke Heath.

We had the pleasure of having special guest Karen Vermeer National officer to share information about "MS" our program this year.

We joined the Juniors and L. E. White with his assistants Linwood Smith, Larry Dwyer and Julie Copeland for a final report and rewards on Wednesday. The Juniors were very excited about activities while in Cherokee. They raised \$1,684.03 in the Walk A Thon. A total of \$2417.03 was raised with project items, tickets, quilt tickets and basket sold. Karen Bartlett won the \$300.00 raffle. Georgia Kline won the quilt raffle. The Junior contest total payout was \$405.00. This year's scholarship committee consisted of Edith Knight and Pam Harpe. Winners will be announced at the **Fall Booster**.

This year's Junior contest committee consisted of Peggy Simmons and Norma Williford. Norma announced winners as follows: ages 6-8: 1<sup>st</sup> Jonah Reavis, 2<sup>nd</sup> Lily DuPue, 3<sup>rd</sup> Allison Holt; ages 9-11: 1<sup>st</sup> Dominick Haney, 2<sup>nd</sup> Zoe DePue; ages 12-14: 1<sup>st</sup> Blayne Copeland, 2<sup>nd</sup> Isaiah DePue, 3<sup>rd</sup> Alana Hunter and tied for 3<sup>rd</sup> Madison Hall; 15-17: 1<sup>st</sup> Justin Reavis.

The new Junior board members are as follows: President Madison Hall, Vice President Bobby Dwyer, Secretary/Treasurer Blayne Copeland and Chaplain Justin Reavis. National officer Karen Vermeer installed the new Junior board.

Don't forget to read the magazine for updates throughout the year. **Look for new improved scholarship applications that will be available in October for 2017 applicants on the NCRLCA web site, or you can give any Auxiliary officer a call for more information.**

A special thanks to all for your generous donations so we can continue to have fun activities. We are a family organization so we invite immediate family members age 6-19 children of parent/grandparent to come be a part of our activities

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

## NCRLCA Dues for 2016-2017

- [ ] Regular...Cash.....\$627.00
- [ ] 1187...Bi-Weekly.....\$24.12
- [ ] Retired.....Cash.....\$109.00
- [ ] 1187R...Monthly.....\$9.08
- [ ] 73, RCA, RCR.....Cash.....\$213.00
- [ ] 1187.....Bi-Weekly.....\$8.19

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."

**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 Insurance. 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.

## New EMA rate of 66 cents effective on July 9, 2016

On June 16, 2016, the Bureau of Labor Statistics released the May 2016 CPIW. The CPI-W established the Private Transportation Index at 192.505, an increase from the February 2016 Index, which was 180.021.

In accordance with the provisions of Article 9, Section 2.J.3 of the USPS/NRLCA National Agreement, effective July 9, 2016 (PP 15-16), the EMA will increase from 62.0 cents per mile to 66.0 cents per mile. The EMA will be 66.0 cents per mile, or a minimum of \$26.40 per day, whichever is greater.

**This is the first EMA adjustment under the terms of the 2015-2018 USPS/NRLCA National Agreement.**

### AUGUST 2016

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6 PP-17
7	8	9	10	11	12 PAY DAY	13
14	15	NATIONAL CONVENTION NASHVILLE TENNESSE			19	20 PP-18
21	22	23	24	25	26 PAY DAY	27
28	29	30	31			

### SEPTEMBER 2016

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

NCRLCA  
424 WAPITI DR  
SPRING LAKE NC 28390-1562



TIME SENSITIVE MATERIAL

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