



# NORTH CAROLINA RURAL CARRIER

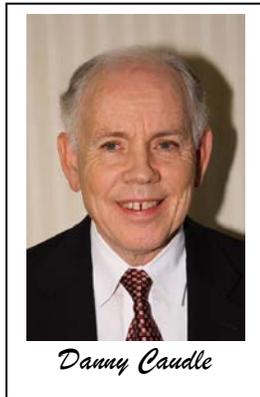


Official News Publication of the North Carolina Rural Letter Carriers' Association

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*Danny Caudle*

### President's Message

By the time you receive this newsletter, the 2016 Mail Count should be finished. Each carrier who was counted should know the evaluation of their route. You should have also received your ballot for voting on the new proposed contract. I hope that you took time to read the proposed contract that was sent to you by the National Office, and that you have voted your opinion. We should know by April 13<sup>th</sup> whether the contract was accepted or rejected.

Now let's turn our attention to the future. Some Districts have already had their Spring Business Meetings. These meetings are necessary for the election of District Officers and for getting updates on the finances of the District. Also in these meetings, delegates are nominated for the State Convention, and are then voted on by the members who are present. Please give careful consideration about being a delegate to our state convention. Your presence as a representative from your district is needed.

Please take time to think about how our Association has made our lives as carriers better. I often hear from individuals who ask, "What has the Union done for me?" When I get this question, I explain that life would be different without the negotiating power of our Association. I am not going to try and guess what we could be making per hour, but I am fairly confident that it would be far less than our current pay.

In the recent negotiations, the only sticking points with the Post Office were salary and Cost of Living Adjustments. Even though our workload has increased due to the volume of parcels, the Post Office believed that what we were making was sufficient. Our National Officers sat across the table from management and were able to convince them that we deserved a raise. Would I, as an individual, have been able to negotiate with management and get anything from them? Probably not, but as a group, we are able to effect a change for the better.

What else has our Union done for us? I think one of the biggest benefits is in our retirement. When a Rural Carrier retires, the retirement check that comes in the mail is based upon the Carrier's salary. The other crafts in the Postal Service do not have this benefit.

Please help your Association grow by giving your support. We will be strong when each of us participates.

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

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**SECRETARY/TREASURER  
VICKI GRAY**

424 Wapiti Drive  
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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**

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**FEHB**

**AUDREY SOLOMON**

333 Jeribec Drive  
Willow Springs, NC 27592-8093  
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Alleghany County	4	Burke/Caldwell	9	Foothills	10
Southeastern	8	Durham County	12	Sea Level	23
Central Carolina	16	Yadkin River	26	Wake County	24
Orange County	39	Johnston County	34	Harnett	32
Person	41	Randolph County	42	Mecklenburg	38
Rockingham	46	Union County	54	Wayne County	56
		Watauga/Avery	57		

**Appointed Officers**

**CHAPLAIN  
DOUG BYRUM**

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Please use the  
[WWW.NCRLCA.com](http://WWW.NCRLCA.com)  
website 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

**Frank James Scarce, Jr.**, 89, of Leland, NC went to be with the Lord on December 9, 2015. He was born in Danville, VA on August 17, 1926 to the late Frank James Scarce and Martha Beatrice Pruitt.

Mr. Scarce proudly served in the United States Navy and Army for a total of 24 years. Upon his retirement from the service he went to work for the United States Postal Service. He worked for 24 years as a city carrier.

His wife Mildred is a retired rural letter carrier. Both of his daughters became rural letter carriers, one still carries mail and the other has retired. His son-in-law is also a retired rural letter carrier.

He is preceded in death by his grandson, Colby James Scarce.

He is survived by his wife of 63 years, Mildred Inez Scarce; daughters, Debbie Scarce Neal and husband Reggie Neal and Katrina Scarce Haynes and husband Keith Haynes; a son, Frank James Scarce III and wife Cathy Scarce; granddaughters, Savanna Scarce Taylor, Michelle Neal Shuman; grandson, Robert Neal; his beloved sister, Martha Purvis; along with several great-grandsons and numerous nieces and nephews.

**Peggy Harris Stebok**, 78, of Elizabeth City, NC entered eternal rest Saturday, February 6, 2016 at Sentara Albemarle Medical Center. Mrs. Stebok was born May 11, 1937 to the late Winston and Esther Brickhouse and was the wife of the late William Harold "Snag" Harris and Peter Stebok.

Peggy was a rural letter carrier for the U.S. Postal Service.

She is survived by a daughter, Robin Darnell Harris of New Hope, NC; a son, Garry Morgan Harris of Elizabeth City, NC; a sister, Jean Faye Waller of Carrollton, VA; a grandson, William Michael Harris; six great-grandchildren; many beloved nieces and nephews; and a beloved friend, Lynn Mathis. Besides her parents and husbands, she was predeceased by two brothers, Frank Brickhouse and Winston Brickhouse.

**Thomas Green "T. G." Huffman**, age 99, of Chinquapin, NC died on December 12, 2015. T. G. was born in Richlands, NC on June 28, 1916.

He moved to Chinquapin in 1942. There he became a rural letter carrier in 1943 where he worked until 1982.

T. G. is survived by three sons, Glenn Thomas Huffman, Joseph Patrick Huffman and Kenneth Dail Huffman, a daughter-in-law, Kathy Huffman, several grandchildren and great-grandchildren, and two sisters, Betty Lou Bryan and Mary Johnson.

He was predeceased by his first wife, Clara Dail Huffman; his second wife, Margaret Hunter Huffman; his son, Clifton Hayes Huffman; his brother, George C. Huffman; his sisters, Helen H. Weston, Margaret Alice Davis, Jennie Mae Harrell and Grace H. Buchanan.

**Prennis Harold Page**, 89 of Stedman, passed away Saturday, March 5, 2016 at Moore Regional Hospital in Pinehurst.

Mr. Page was born on June 28, 1926 in Bladen County and is preceded in death by his parents, Ernest Dewey and Kattie Ann Williams Page; and several brothers and sisters.

He was a US Army Veteran of WWII and worked as a rural mail carrier for the US Post Office of Stedman where he delivered on Route 1 for 41 years. He earned the million mile safe driving award, was awarded a plaque for outstanding carrier in 1973, and earned several awards for distinguished service and performance. He served as NC Rural Letter Carriers' Association State Chaplain. He served on the NCRLCA State Board for three years, serving one year as Vice-President and one year as President. He was a delegate to many State and National Rural Letter Carriers' conventions. He served as National Provident Guild Vice-President and President. He also held a position as the Community Vice-President and President of the Stedman Community Development Club.

He is survived by his wife, Love Tarrant Page of the home; daughters, Shannon Page Johnston and husband Fitz, Janet Page Land and husband Eric, all of Stedman; son, Steven Harold Page and wife Cindy of Stedman; grandchildren, Morgan Wrench and husband Matthew, Leah Land, Aaron Land, Kyle Johnston, Meredith Coffey and husband Chris; great grandchild, Logan Wrench; brothers, Arnold D. Page and wife Virginia of Shallotte, Rupert Page of Stedman; and several nieces and nephews.



## Chaplain's Message Doug Byrum, Chaplain

### “PLEASE AND THANK YOU”

Read Psalm 107: 1-9

**O give thanks to the LORD, for he is good; for his steadfast love endures forever.**

*Psalm 107: 1 2:7 (NRSV)*

When I was a child, my mother and father taught me the importance of the words, *please* and *thank you*. Over the past 60 plus years, I've learned again and again just how powerful these words can be both in conservation and in prayer.

Reflecting recently on my daily prayers, I found myself using the word *please* frequently—very frequently in fact. I used the words *thank you* too, but not as often. I realized that my petitions and requests were far more numerous than my expression of gratefulness and appreciation for the blessings God has already provided. Wanting to change that, I decided to begin silently saying “*thank you!*” throughout the day ~ every time I sense God's presence or every time I experience one of God's blessings.

As a result of a more purposeful focus on my expressions of gratitude, the power of those simple words my parents taught me decades ago has been renewed. My silent acknowledgement of God's boundless blessings throughout the day are a vivid and pleasant reminder of God's care and constant presence. As we say please and thank you to God, we are continually reminded of God's amazing grace, peace and steadfast love that endures forever!

**Thought for the Day:** *Gratitude is an important part of prayer.*

**Prayer:** O God, help us cultivate a spirit of thankfulness that we may forever remain grateful for your gifts ~ even life itself. Amen.

**PRAYER FOCUS:** GRATITUDE FOR TODAY'S BLESSINGS.



**SAFETY**  
*Derek Harpe*

## AMBER LIGHTS ON RURAL CARRIER VEHICLES

### **It is the LAW! Not a Suggestion!**

This article is to urge you of the importance in having a good visible light on your delivery vehicle. Take the time to check the placement of your light. It can be on the top of your car and still not be visible for your safety. Make sure your light is placed at the most visible place and remember that it is your life and others you are protecting. Yes, you may have to spend a little more money to get a quality light but quality will outlast cheap, ineffective equipment. Be smart!

Please find below the law regarding the North Carolina 1995 Session Ratified Bill, Chapter 715, Senate Bill 833, regarding amber lights on vehicles.

North Carolina General Assembly on June 21, 1996, enacted a new law requiring flashing amber lights on vehicles being used in the delivery of mail or newspapers regardless of whether the vehicle is attended or unattended. All rural carriers must be aware of these changes, which became effective October 1, 1996.

This article is being reprinted as a reminder of the safety importance of the amber lights. Also, you must be aware that this is a state law not a requirement of management.

These laws are enforced by the North Carolina Highway Patrol. Because it is a state law the Postal Service expects Rural Carriers to abide.

Please avoid possible discipline by using the amber lights and maintaining them in proper working order.

**NORTH CAROLINA  
1995 SESSION RATIFIED BILL  
CHAPTER 715  
SENATE BILL 833**

*AN ACT TO REQUIRE THAT VEHICLES MAKING  
FREQUENT STOPS ON HIGHWAYS BE  
EQUIPPED WITH FLASHING AMBER LIGHTS.*

The General Assembly of North Carolina enacts:  
Section 1. G.S.20-134 reads as rewritten: "20-134.  
Lights on parked vehicles.

(a) Whenever a vehicle is parked or stopped upon a highway whether attended or unattended during the times mentioned in G.S. 20-129, there shall be displayed upon such vehicle one or more lamps projecting a white or amber light visible under normal atmospheric conditions from a distance of 500 feet to the front of such vehicle, and projecting a red light visible under like conditions from a distance of 500 feet to the rear, except that local authorities may provide by ordinance that no lights need be displayed upon any such vehicle when parked in accordance with local ordinances upon a highway where there is sufficient light to reveal any person within a distance of 200 feet upon such highway.

(b) **A motor vehicle operated on a highway by a rural letter carrier or by a newspaper delivery person shall be equipped and operated with flashing amber lights at any time the vehicle is being used in the delivery of mail or newspaper, regardless of whether the vehicle is attended or unattended.**

Section.2. This act becomes effective October 1, 1996, and applies to offenses occurring on or after that date.

In the General Assembly read three times and ratified this the 21<sup>st</sup> day of June, 1996.

Dennis A. Wicker  
President of the Senate  
Harold J. Brubaker  
Speaker of the House of Representatives



**RETIREMENT**

*Brenda Gibbs*

**How much will your annuity be when you retire?**

**FERS**

Your FERS annuity is computed based on the length of your service and your "high-3" average salary. Add all of your creditable service and then eliminate any fraction of a month. To get your "high-3" average you will use the highest three consecutive years of basic pay. Your basic pay will include salary increases but it will not include overtime.

**Computation for Non-Disability Retirements**

--If you are under age 62 at your separation for retirement OR if you are older than 62 but have less than 20 years of service you will receive 1% of your "high-3".

--If you are 62 or older with at least 20 years of service you will receive 1.1% of your "high-3".

**Reductions in Non-Disability Annuity**

If you retire with 10 or more years of service at the Minimum Retirement Age (MRA), your benefit will be reduced by 5% per year or 5/12 of 1% per month for every month that you are under age 62 when you retire.

If you have 30 years or more of service or if you have 20 years of service and are at least 60 your annuity will not be reduced. Also, if you postpone the starting date of your annuity you can reduce or eliminate this reduction.

THIS APPLIES TO BOTH FERS AND CSRS.

**Disability Retirement is computed differently**

depending on the age and amount of service at retirement. FERS disability retirement is recomputed after the first 12 months and again at age 62 unless you are already 62.

The annuity computation is the same as for non-disability retirement unless you are under 62 and not eligible for voluntary immediate retirement.

--For the first 12 months you will receive 60% of your "high-3" minus 100% of your social security

benefit for any month that you are entitled to benefits from social security. You are entitled to your “earned annuity” if it is the larger amount.

--After the first 12 months you will receive 40% of your “high-3” minus 60% of your social security benefit for any month that you are entitled to social security disability benefits. You are still entitled to your “earned annuity” if it is larger

-- Once you reach 62 your annuity will be recomputed using an amount that best represents the annuity you would have received if you had continued working until the day before your 62nd birthday and then retired under FERS.

### **CSRS**

If you have a CSRS annuity, the length of service is computed the same as FERS except that you include any unused sick leave with your creditable service.

**The computation is very different for a CSRS annuity.**

--For the first 5 years of service you will receive 1.5% of your “high-3” for each year.

--PLUS for the second 5 years of service you will receive 1.75% of your “high-3” for each year.

--PLUS for all years of service over 10 you will receive 2% of your “high-3” for each year.

### **Reductions in CSRS Annuity**

--Your annuity will be reduced if you retire before age 55 (except for disability). It will be reduced by 1/6<sup>th</sup> of 1% per month for every full month that you retire before 55.

--If you did not make a deposit for service prior to October 1, 1982 and no deductions were taken from your pay your annual annuity will be reduced by 10% of the deposit due and interest.

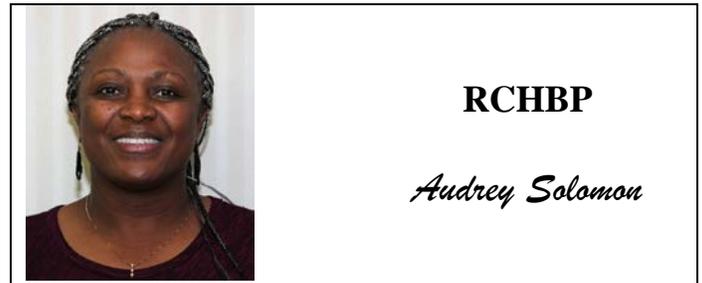
--If you did not make a redeposit of a refund received for service that ended prior to March 1, 1991, OR if you retired prior to October 28, 2009, and did not make a redeposit for service that ended prior to October 1, 1990; your monthly annuity will be reduced based on the amount of redeposit due, including interest and will be divided by a factor for your age at the time of retirement.

### **When computing your CSRS Disability Retirement** you may be guaranteed the smaller of:

--40% of your “high-3” or the regular annuity obtained after you have increased your service by the time between your retirement date and your 60<sup>th</sup> birthday.

The guaranteed minimum applies when you are under age 60 at your retirement and your earned

annuity is based on your actual service which is less than the minimum. This does not apply if you receive military retired pay and/or compensation from the Veterans Administration instead of part or all of military retired pay.



### **HEAT EXHAUSTION**

Yes believe it or not, it is time to start talking about heat exhaustion. Heat exhaustion occurs when a person’s body doesn’t cool itself efficiently by sweating. With all the new carriers that have been hired, many have never worked in the heat. Whether you drive a POV or an LLV, many do not have air conditioning and they can become rather hot inside. “Easy does it” is the rule to follow during the first days of working in the heat.

**SYMPTOMS**-- include but are not limited to: excessive thirst, dizziness, headache, sweaty skin, weakness, fatigue, cramps, nausea, vomiting, and fast heartbeat.

**PREVENTION**-- early prevention is the key. Start hydrating the night before and while working be sure to understand your body. Drink plenty of fluid avoiding sugary drinks and caffeine. Replace electrolytes in the body by drinking sports drinks or mineral waters. Wear wide-brimmed hats and use sunscreen to protect yourself from the sun. Sunburns help hold heat to the body. Wear light-colored loose fitting clothing because dark colored or tight clothes holds heat. Take rest breaks (outside the vehicle in a shady place) throughout the day. Cool your body by keeping a towel that can be wet frequently or you can wrap ice cubes in and apply to the skin.

This is just the beginning of the warm days to come so please be **PREPARED**.

Remember: **WATER. REST. SHADE.**

\*\*A date to keep in mind is October 1, 2016--Group Life insurance plan will have an open season enrollment with no exam. More information will be coming in future magazines and on the websites.

Happy Easter from the Solomon Family



**Auto-Homeowners'  
Insurance**

*Brian Hamlett*

**ARE YOU COVERED?**

Did you know if drivers not listed on your insurance use your car and have an accident you can be denied coverage? North Carolina requires liability coverage on your vehicle to be honored but collision or comprehensive coverage can be denied if an undisclosed driver is involved in an accident. In rare cases even liability was denied. All people in your household 14 and older, licensed or not, should be listed on your insurance. Contact your insurance provider if you are not certain about your coverage.

I Hope you all are making your plans to attend the State Convention. The last time we met in Cherokee was very enjoyable with beautiful scenery and nice accommodations. Linda Foran, National General's Rural Carrier Insurance Plan Manager, is planning to be there. She is a licensed agent and will help you with your questions or will give you quotes on insurance. I am looking forward to seeing everyone in Cherokee!

**New EMA Rate**

In accordance with provisions of Article 9, Section 2.J.3 of the Rural Carrier National Agreement, effective April 2, 2016 (pay period 08-16), the equipment maintenance allowance (EMA) will **decrease to 62.0** cents per mile.

**THE NCRLCA  
HISTORICAL COMMITTEE**

**Robert Howard receives 50 year membership award**

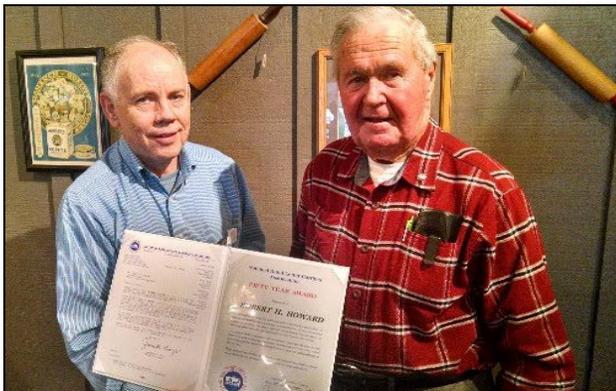
Robert Howard of Mooresville, NC was presented his 50 Year Membership Award by North Carolina Rural Letter Carriers' Association President, Daniel Caudle. Attending the presentation to honor Robert were several of his fellow retired carriers. Former State President, Ralph Dagenhart and wife Sheila; retired carrier and his former sub, Vivian Ireland; retired former State Secretary/Treasurer, Ronald Lineberger, and current State President, Daniel Caudle.

Robert began his rural carrier career in 1964 as a political appointed regular carrier in the Mooresville Post Office and retired with 26 years of service in 1989. Robert believed that dedication and hard work was just a way of life and ended his career with 6 months of sick leave.

Robert served on four routes in the Mooresville office during his 26 years as a rural carrier. His last route was 87 miles long and served 750 boxes. Mooresville is located on the eastern shores of Lake Norman where Roberts's route navigated many miles of that shoreline. He stated that he had to turn around 26 times because of the roads dead ending at the lake.

Robert served on the North Carolina State Board for 5 years beginning in July 1974 through June 1977 as Executive Committeeman, Vice President for 1977-1978 and State President for 1978-1979.

One experience that Robert is most proud of is being invited to Washington, DC for the dedication of the Rural Craft Exhibit at the Smithsonian Museum.



Robert Howard receives 50 year membership award from North Carolina Rural Letter Carriers' Association President Danny Caudle.

# 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 District Representative 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 the back page, the NCRLCA.com website and in the next issue of this newsletter.

**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. They must be received by May 16<sup>th</sup>.**

\*\*\*\*\*

### **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 page 12 of this issue.



**Vice President**

*Mitch Reece*

## What is a member in good standing?

According to **Article III, Section 1** of the Constitution of the National Rural Letter Carriers' Association, a "member in good standing" is a member who has made timely payment of dues and has not voluntarily withdrawn or been expelled or suspended by the Association.

**Article III, Section 3** also states: Members are prohibited from participation in the Association while serving in managerial or supervisory positions, such as Officer-in-Charge (OIC), Acting Supervisor (204-B) or Postmaster Relief (PMR) or acting in any capacity normally performed by a manager. Members who accept managerial positions shall be deemed to have resigned from all elected and appointed positions within the Association and shall be prohibited from holding any elected or appointed union positions for a period of one year from the last day served in that capacity.

**Article VI, Section 2** addresses eligibility requirements for delegates to the National Convention: 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 assure attendance at the Convention.

**Article VI, Section 2.A.3** also states: 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 a delegate.

## Updated Service Performance Measurement (SPM)

March 11, 2016

The NRLCA had further discussions with the USPS today regarding SPM and the continued changes that have

occurred. As of February 16, 2016 the number of pieces that can be scanned on one work order was programmed at 15 pieces with a buffer of 4 (maximum 19 pieces) per work order. Carriers may receive zero, one, or more sampling request per day. An individual carrier route may receive a maximum of 5 delivery sampling requests per day, 30 delivery sampling requests per week, and 300 delivery sampling requests per quarter. On March 7, 2016 a stand up talk went out to the field that requires carriers to scan available flats first, then scan available letters. There is a scan ceiling to prevent scanning a far greater number of mail pieces than requested (maximum 19 pieces).

The parties had agreed to a test period compensation of 50 seconds per work order for a delivery point and 70 seconds per work order for a collection box. At the time this was based on up to 5 pieces per work order for a delivery point and 7 pieces per work order for a collection box. In light of the February 16, 2016 changes and the March 7, 2016 changes the NRLCA posted on the What's New Page our position to the USPS that compensation would be actual time. We were made aware that the USPS collects data that includes piece count and actual time elements as well as other pertinent data. Rather than task 114,000 rural letter carriers with tracking and recording actual time the NRLCA has agreed that in the interim, until the parties can reach agreement on appropriate compensation, carriers will continue to receive 50 seconds or 70 seconds as appropriate for all work orders. As stated in the September 16, 2015 instructions to the field "each alert received on the MDD to perform the mail piece sampling is called a "work order".

"The rural carrier must enter the letter C or D in the comments section of the PS Form 4240, Rural Carrier Trip Report, with the number of work orders completed for each location. For instance, if a carrier has to perform 2 work orders and 1 is a collection box and 1 is a delivery point they would enter a "C" and "D" on the 4240." Management will use the tracking worksheets to transfer these daily work orders from the 4240 to the appropriate worksheet; leave replacement or regular carrier worksheet. Each pay period the totals on the leave replacement worksheet should be transferred to the 1314-A for compensation. Once each month the manager will transfer the grand total from the regular carrier monthly worksheet to the 8127 box on the 1314.

"As a safety precaution it is important that rural carriers are instructed to only pull up the alerts on the MDD once they are at the next delivery stop on their route; never while the vehicle is in motion."

The parties will meet as soon as possible to review the piece count and actual time elements as well as other pertinent data to reach a time allowance for the SPM test period.

Your National Board

\*\* This article was taken directly from the NRLCA.com website

# NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by \_\_\_\_\_ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2016 State Convention in Cherokee, NC for consideration and appropriate action.

The following procedures are suggested for effectively presenting Constitution changes to Committee:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format. Formatting instructions:
  - (a) Font - Times New Roman; Font Size – 11
  - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
  - (c) Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with appropriate heading)

**PRESENT LANGUAGE:**

**PROPOSED LANGUAGE:**

**INTENT OF/REASON FOR CHANGE:**

# NRLCA RESOLUTION CHANGE

Check Appropriate Box

Binding

Non-Binding

The following proposed Resolution change is being presented by \_\_\_\_\_ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2016 State Convention in Cherokee, NC for consideration and appropriate action.

## ISSUES

Please Check One

AUTOMATION

BENEFITS

CONSTITUTION

EMA

GRIEVANCE

PROCEDURES

LEAVE REPLACEMENTS

MAIL COUNT

RELIEF DAY

RETIREMENT

SALARY

TIME STANDARDS

VEHICLES

WORK RULES

OTHER

The following procedures are suggested for effectively presenting changes to Committee:

1. Place only one Resolution per sheet.
2. Present in Word document format. Formatting instructions:  
Font - Times New Roman; Font Size – 11  
New Language **BOLD**; Omitted Language ~~Strike Through~~
3. Identify any Handbooks, Manuals, or Documents to be amended by:

Name of Document \_\_\_\_\_

Article \_\_\_\_\_ Section \_\_\_\_\_ Paragraph \_\_\_\_\_

Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with appropriate heading)

**PRESENT LANGUAGE:**

**PROPOSED LANGUAGE:**

**INTENT OF/REASON FOR CHANGE:**

## 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



# PAC Raffle

I realize that we are just barely into Spring but it is time to start thinking about the State Convention in Cherokee on 26-29 June. Along with the convention we also need to think about the Annual PAC Auction. We need a good representation of items that our friends and members will want to bid on, bid high and bid often. We have a lot of fun every year at the auction and during the evening raise the most money in one evening that we raise all year for our PAC. Let's plan on attending and participating and set a new record this year.

This article is titled "PAC Raffle." Most of you know what that means. For many years, we have given away \$500 just before the auction starts. The prizes are:

- First Prize \$250
- Second Prize \$150
- Third Prize \$100.

The first three hundred dollars of prize money was won by the generosity of your delegates to the National Convention last year in Reno. We placed third place at the convention which won us \$300. The additional \$200 in prize money is provided by your state board.

The rules are simple. You cannot buy a chance in the drawing; but, for every \$25 or multiple of \$25 that you have donated since 1 July 2015; your name is entered into the raffle. We will continue to add names to the raffle right up until the close of business the day of the auction in Cherokee. You may make a donation at your district meeting, mail a donation to me or mail a donation directly to the National Office. Any of those ways will get your name in the raffle. You can also call the National Office to make a credit card donation by phone. I can accept credit card donations only in person. I am not yet allowed to take them over the phone.

There is only one item that we are currently in need of watching in Washington. That is the iPost Bill submitted by Senator Tom Carper (D-DE). I do not expect any action because it is an election year.

**We desperately need your financial support to keep our lobbyist 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? We are in an election year and Senator Burr's seat is up for our vote as well as every member of the House. Call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.**

NC Membership (2/29/2016)	4,668	
NC PAC Donors (2/29/2016)	93	(2.00%)
Members missing (2/29/2016)	4,575	(98.00%)

2% 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**

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

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

# 2015-2016 PAC

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## Donor List

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### SAPPHIRE Level (\$2000+)

Danny Caudle

### PLATINUM Level (\$1500+)

### 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  
Heather Cook  
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  
Kenneth Fuller  
Phillip Fulwood  
Vicki Gray  
Robert Greenwood

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

#### (continued)

Robert Gurganus  
Stanley Howell  
Bonnie Johnson  
Mary Josewitz  
Carl Kelly  
Janet Kight  
Melissa Liverman  
Donna Parker  
Kim Ranker  
Cecil Reaves  
Clarence Rogers  
Roger Southern  
Alfred Stallings  
Betty Westbrook  
Joseph Whitley

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

Ramona Brooks  
Marlene Cantler  
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

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

Thomas Adams  
Shirley Alston  
Kim Atwell  
Curtis Bahr  
Bobbie Battle  
Vivian Bridgers  
James Brooks  
Cynthia Bunch  
Lorena Craig  
Kay Elswick  
Patty Eure  
Grayling Harrington  
Dana Harris  
Sandra Hazlett  
Wanda Herring  
Cathy Hogan  
Brenda Hollowell  
Latonya James  
Shaia Judd  
Thelma Lea  
Janet Leohr  
Mark McKendree  
Deborah Mcpherson  
Etta Palmer  
Johnice Perry  
Ellen Reavis  
Christopher Rees  
William Richardson III  
Brenda Sellers  
Sherrie Stephens

**Late breaking Washington News**

On February 9 the Administration released their eighth and final budget proposal. The new budget proposal for FY 2017 lays out the White House's priorities in a \$4.1 trillion spending plan. The budget proposal is largely a political document released by the Administration, making one last plea for funding issues it views as priorities. It is largely considered to be dead on arrival in a Republican-controlled Congress.

Unfortunately, as in previous years, the budget proposal disappoints when it comes to offering reform for the Postal Service. Similar to last year's budget proposal, the FY 2017 budget proposals once again recommends that Postal Service be allowed to reduce delivery frequency from 6 to 5 days if mail volume falls below 140 billion pieces for four consecutive quarters. The budget proposal assumes mail volume will reach this level in 2018. The budget proposal also recommends allowing the

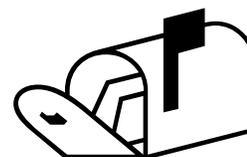
Postal Service to shift to centralized and curbside delivery where appropriate.

The Administration proposal also recommends making the exigent rate case permanent, calculating FERS and CSRS unfunded liabilities by using postal-specific assumptions, and restructuring the pre-funding requirement by amortizing the payments out over 40 years and reducing the funding levels from 100% to 80%. Without the pre-funding requirement, the Postal Service would have made an operational profit of \$1.2 billion in 2015.

Currently, the postal reform bill in the Senate, S. 2051, introduced by Senator Carper (D-DE), remains silent on delivery frequency. In the House, H. Res. 12, introduced by Congressman Sam Graves (R-MO) and Congressman Gerry Connolly (D-VA), has overwhelming bipartisan support with a majority of House members as co-sponsors. These House members believe the Postal Service should take all appropriate measures to maintain 6-day mail delivery.

**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



## North Carolina District Representatives

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## Assistant District Representatives

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919-212-1564  
[Barbara.Smith@nrlca.org](mailto:Barbara.Smith@nrlca.org)

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**Jeff Essick**  
Assistant District Representative (ADR)  
PO Box 12001  
Winston Salem, NC 27117-2001  
336-618-5095  
[Jeff.Essick@nrlca.org](mailto:Jeff.Essick@nrlca.org)

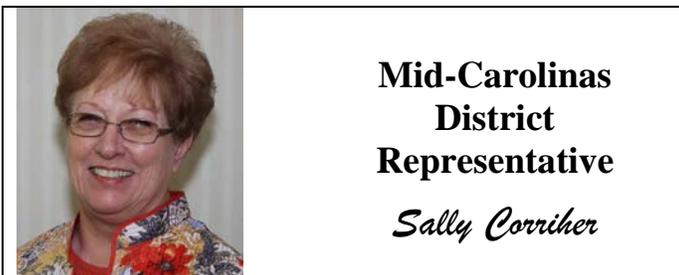
## Area Stewards

### 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



It was good to see all of you who attended the Ratification Meetings held in Clemmons and Williamston. I hope the information you received helped you make the right decision concerning our proposed new contract. Whether you were able to attend or were unable to attend a ratification meeting, I hope all members voted on this very important proposed contract. We all will be working under the proposed changes if ratified. We should know by the beginning of May the outcome of our voting.

Mid Carolinas is pushing all carriers to leave the office between 10:00 to 11:00 AM and to be off the street by 5:00 PM. I believe we all would like to be off the street by 5:00. Several factors sometimes prohibit this from happening. The mail is late, we have to wait for the clerks to work the mail, and our daily evaluation plus a lunch break schedules us after 5:00 PM. Management is pushing us to take our DPS directly to the street without casing to meet the times set forth by the District. We have several documents stating that there are certain situations where we can be required to take DPS directly to the street. Some of those situations are, but not limited to, significant delays to the customer's anticipated delivery window, not returning to the office in time to dispatch collection mail, and exceeding the overall weekly route evaluation on a consistent basis.

Any management decision to **require DPS letters to be taken directly to the street** should normally be made on a case by case basis (route-specific) **not a blanket order** for all routes in the office to take the DPS directly to the street. We have a Step 4 that addresses these very issues. Notify the ADR for your area or call me so we can address this issue.

### **RELIEF DAY WORK LIST**

The Relief Day Work List will be posted on April 23 through Friday May 6, 2016. All regular rural carriers who want to work on their relief day if needed should sign the list. The manager will establish a list for the regular carriers who want to work by seniority. Management will rotate the assignment to work among the carriers on the list. After all the available leave replacements have been assigned and the relief day work list is exhausted, management will select regular rural carriers on the list who have indicated they want to work their relief day before mandating regular rural carriers, not on the list, by juniority.

#### **Regular rural carriers on the relief day work list who work the relief day will select one of the following options:**

1. An X day to be immediately scheduled by mutual agreement between the carrier and the Employer. The scheduled X day must be scheduled within the next 12 weeks. 3971 must be completed.

2. Code 3—50% of the carrier's daily rate of pay, in addition to receiving an X day within 12 weeks as scheduled by the Employer.
3. Code 5—150% of the carrier's daily rate of pay. The carrier will receive no X day

If a regular rural carrier on the Relief Day Work List, works their relief day and selects option #1 in accordance with Article 9.2.C.5.f.(1), a Form 3971 will be completed for the mutually agreed X Day.

A regular rural carrier on the Relief Day Work List will be bypassed in the rotation if the carrier has at least one day of annual leave (including an approved X Day from option # 1) or sick leave adjacent to the relief day. The carrier may notify management that they do not wish to be bypassed in this situation.

If a regular rural carrier works the relief day and fails to complete the entire route, i.e. illness, the carrier will be compensated 150% of the carrier's hourly rate for the actual hours worked, regardless of the option selected.

Signing the relief day work list does not provide an entitlement to the regular rural carrier to work the relief day due to the unavailability of a leave replacement. Management must first follow the provisions in Article 30 to provide coverage for a route by using the Matrix, PTFs, or qualified leave replacements in the delivery unit. All available RCAs and all available regular rural carriers (on and off the relief day work list) must be working in the office before borrowing a leave replacement from another office.



**Greensboro  
Assistant District  
Representative**

*Gail Naillon*

It is getting that time of year again. Time to sign up for the Relief Day Work List. The sign up dates are April 24, 2016 thru May 6, 2016. The new RDWL takes effect on May 14, 2016. The RDWL allows rural carriers who desire to work their relief days to place their names on the RDWL in the delivery unit.

At the beginning of this period, management in each delivery unit will establish a list for regular rural carriers to sign indicating their desire to work their relief day, if needed. If there is a need for a regular carrier to work his or her relief day, management will select the senior rural carrier on the list. Management will start the rotation according to seniority.

The regular rural carrier scheduled can only run their route. The leave replacement which otherwise would have been working that route will be utilized on the rural route in the delivery unit without coverage for that day. If the leave replacement has never served that route, but is trained on other routes then management may change assignments with another leave replacement who has experience on the route needing coverage.

RCA's working primary assignments and auxiliary routes may not have their assignments changed.

After the RDWL has been exhausted and there is still a need for coverage then management will take any volunteers that want to work their relief day before mandating regular carriers not on the list by juniority.

Management has the right to bypass a regular carrier if it would cause the carrier to exceed 56 actual work hours within one week.

The regular carriers on the RDWL will be compensated by one of three following options.

1. An X day to be scheduled by mutual agreement between the carrier and management. The scheduled X day must be scheduled within 12 weeks.
2. Compensation of 50% of the carrier's daily rate of pay in addition to receiving an X day within 12 weeks as scheduled by management. (DACA

3. Compensation at 150% of the carrier's daily rate of pay. Carrier will not receive an X day. (DACA 5)

All regular carriers not on the relief day work list who work their relief day will receive 50% of the carrier's daily rate of pay, in addition they will receive an X day to be scheduled by management within 12 weeks usually in the same pay period.

The carrier needs to make his or her option on the relief day worked. Carriers who worked their relief day but did not receive their X day within 12 weeks will receive 100% of the carrier's daily rate of pay in lieu of the X day that was earned. If a carrier receives an X day during the Christmas period they must receive the X day within the same pay period in which the relief day was worked. If the carrier does not receive the X day within the same pay period then the carrier will be compensated 100% of their daily rate of pay in lieu of the X day.

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## Navigating the NCRLCA.com website



**NCRLCA  
Webmaster**  
*Jeff Essick*

There is a great deal of information on the NC website ([ncrlca.com](http://ncrlca.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](mailto:jeffessick@bellsouth.net)

**NORTH CAROLINA AUXILIARY  
OFFICERS**

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336-816-0999

**VICE PRESIDENT**

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

**SEC./TREAS.**

**MRS. SUE KELLY**  
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Fayetteville, NC 28311-9361  
910-488-5424

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252-221-4683

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336-657-8962

**HISTORIAN**

**MRS. LUANN SHUE**

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704-857-6926

**JUNIOR SPONSOR**

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336-427-3675

**PAST PRESIDENT**

**MRS. SUSANNE REAVIS**

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Traphill, NC 28685-9133  
336-957-2004

**JUNIOR BOARD**

**PRESIDENT**

**BLAYNE COPELAND**

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Camden, NC 27921-7668

**VICE PRESIDENT**

**CODY COPELAND**

106 Dogwood Lane  
Camden, NC 27921-7668

**SECRETARY/TREASURER**

**BOBBY DWYER**

305 W Oak St  
Lake Waccamaw, NC 28450

**Auxiliary News**

**THE AUXILIARY of the NATIONAL RURAL LETTER CARRIERS'  
ASSOCIATION**

The Purpose of this Auxiliary shall be to unite fraternally its members, to help create a greater interest in rural mail service and association work and to cooperate with the National Rural Letter Carriers' Association to seek beneficial legislation.

**Meet Our National Board**

<p>HELEN SCHUSTER NRLCA Auxiliary President 183 News Street Jacksonville, FL 32211-7830 (904) 705-0794</p>		<p>SHEILA REARDON- GILMAN NRLCA Auxiliary Vice President 6132 Reservoir Road Hamilton, NY 13346 (315) 824-6618</p>	
<p>ELIZABETH SULLIVAN NRLCA Auxiliary Secretary-Treasurer 13029 Hwy 265 Jefferson, SC 29718 (843) 658-7683</p>		<p>JULIE HOUSTON NRLCA Auxiliary Chairman of the Board 1140 Campion Lane Florissant, MO 63031 (314) 239-1519</p>	
<p>CHERYL RODENBECK NRLCA Auxiliary Board Secretary 303 West Quinn Street Thorndale, TX 76577 (512) 898-2166</p>		<p>KAREN VERMEER NRLCA Auxiliary Board Member 1008 Sunshine Street Boyden, IA 51234 (712) 725-2533</p>	

**Message from National Auxiliary President Helen Schuster**

I have always liked penguins and I never thought it would bring me to this year.

I have chosen "Family" as my program this year and I have symbolized it with the King Penguin Family. Anyone who has ever seen a documentary on these creatures know that the family unit is special to them. Both parents take an active part in raising their young. But the thing that really got me was when there was trouble (bad weather) as to how these birds flock together to help one another.

They remind me of the NRLCA. When a member is in trouble or there is bad weather brewing in the future, they flock together and protect one another. It takes the whole group to protect each other.

In choosing a humanitarian project for this year I chose **Multiple Sclerosis** Research. One of my best friends' daughter has suffered with MS for many years. Having MS means that with every passing day, you lose a little part of yourself. It is my hope that what we collect will help the Society to get closer to finding the cause and to help prevent MS in the future.

## 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."

## 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.  
Group rate code is S06RLCA

You must use the above phone # to get this rate.  
The 0 in the rate code is a zero, not the letter O.

### 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.

April 2016						
Sun	Mon	Tue	Wed	Thurs	Fri	Sat
	1	2	3	4	1	2 <small>PP-08</small>
3	4	5	6	7	6 <small>PAY DAY</small>	9
10	11	12	13	14	15 <small>TAX DAY</small>	16 <small>PP-09</small>
17	18	19	20	21	22 <small>PAY DAY</small>	23
24	25	26	27	28	29 <small>PP-10</small>	30

May 2016						
Sun	Mon	Tue	Wed	Thurs	Fri	Sat
1	2	3	4	5	6 <small>PAY DAY</small>	7
8 <small>MOTHER'S DAY</small>	9	10	11	12	13	14 <small>PP-11</small>
15	16	17	18	19	20 <small>PAY DAY</small>	21
22	23	24	25	26	27	28 <small>PP-12</small>
29	30 <small>MEMORIAL DAY</small>	31				

NCRLCA  
424 WAPITI DRIVE  
SPRING LAKE NC 28390-1562

**TIME SENSITIVE MATERIAL**

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

