



# NORTH CAROLINA



# RURAL CARRIER

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

Volume 28

Number 4

Circulation 5000

Edited Maiden, NC

January/February 2012

### Inside This Issue

Auto/Homeowners	6
Auxiliary News	16
Calendar	18
Chaplain's Message	4
Community Service	14
FEHB	7
Obituaries	3
Officer Assignments	2
Outstanding Member	8
PAC	9/12
President's Message	1
Retirement	5
Safety	4
Scholarships	17
Sec/Treas News	7
State Convention 2012	4
State Steward	13/15



*Derek Harpe*

### President's Message

Greetings Fellow Rural Letter Carriers!

Many thanks to those that went to SAC (South Atlantic Conference) in Atlanta, Georgia in January. It was a great meeting and was well attended.

I have recently been questioned and concerned with the opinions of some rural carriers in their views regarding the postal service considering the service of five day delivery versus the six day delivery. I would like to take this month of our February newsletter to

express the reasons we should be for supporting six day delivery.

It is an important part of the business day in America to provide six day delivery to every business and household in America. Reducing delivery from six to five days goes against the very principal of the very foundation of the Postal Service, "To give universal service to the American people". I strongly support the NRLCA National Board in believing that reducing the requirement for six day delivery will only add to our problems.

If the postal service goes to a five day delivery, it will be cutting 17% of our service and only saving 2% to 5% on our budget. We are to be an organization of serving people and my concern is that we would lose more that 17% of our service. An example of losing services would be the prescription drug companies. Some have stated that they will find alternative types of delivery if we do not provide a daily service to their patients. It has been stated that many manufacturing companies, publishers, and small businesses oppose a move by the USPS to cut a day of delivery. Other examples of daily services that it might affect would be E-Bay who works with 25 million sellers globally. Others such as Amazon, Zappos.com, Netflix, and many other online retailers use USPS on a daily basis. Daily delivery of magazines, catalog companies, banks, and utility companies could also be affected by the cutting of a day of service.

The outcome of service being cut a day a week could affect the volume of first class mail, which is already down, and could impact the rural carrier force by approximately 50,000 employees. Priority and Express Mail revenue has increased \$530 million in 2011 (6.3%). Revenue from Standard Mail has also increased by \$495 million (2.9%) on a volume increase of two billion pieces.

It is important that as a rural letter carrier that we stand united and stay informed of all Postal Bills. You need to be knowledgeable of changes in your health insurance and retirement benefits. Let your Congressmen/Senators know how you feel about your jobs and keeping service at the top of your list! We need to be heard!

# North Carolina Rural Letter Carriers' Association Officers

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3668 Startown Rd.  
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Albemarle	2	Alamance	1	Southeastern	8
Smokey Mountain	11	Alleghany County	4	Durham County	12
French Broad	31	Roanoke/Chowan	7	Sea Level	23
Mecklenburg	38	Caswell County	14	Wake County	24
Orange County	39	Central Carolina	16	Five County	28
Tar River	51	Yadkin River	26	Person	41
Wayne County	56	Tidewater	52	Randolph County	42

## Executive Committee

**RETIREMENT  
DALE SAIN**

1845 Hidden Point Dr.  
Hickory, NC 28601-8514  
Phone 828-328-6484

**SAFETY  
DANIEL CAUDLE**

5744 Seward Rd.  
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Phone 336-924-0966

**FEHB  
CHRIS DERRICK**

8915 Raven Park Dr.  
Charlotte, NC 28216-1685  
Phone 704-394-0749

Brushy Mountain	3	Ashe	6	Peach Belt	5
Burke/Caldwell	9	Catawba/Lincoln	15	Cumberland/Hoke	20
Foothills	10	Johnston County	34	Cleveland/Gaston	29
Tri-County	25	Roanoke	44	Rockingham County	46
Guildford County	30	Rutherford/Polk	47	Piedmont	50
Harnett County	32	Watauga/Avery	57	Union County	54
McDowell/Mt. Mitchell	36				

## Appointed Officers

**CHAPLAIN  
DOUG BYRUM**

1016 Cuthbertson Road  
Waxhaw, NC 28173-9751  
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**P.A.C. CHAIRMAN  
VAN HEATH**

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

**AUTO-HOME INS. REP.  
Mitch Reece**

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

**PROVIDENT GUILD  
HAROLD KNIGHT**

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

**PAST PRESIDENT  
BRENDA WHITE**

1336 Schoolhouse Rd  
Elizabeth City, NC 27909-9596  
Phone 252-771-8180

**MAIL NEWS ITEMS BY 10<sup>TH</sup> OF MONTH  
TO:**

**RONALD L. LINEBERGER**  
3668 Startown Rd.  
Maiden, NC 28650-8722  
Phone 704-732-1604  
FAX 704-735-9094

**MAIL ADDRESS CHANGES  
TO:**

**Ronald L. Lineberger**  
NCRCLA Sec. -Treas.  
3668 Startown Rd.  
Maiden, NC 28650-8722

Please notify the officer assigned to your district four weeks ahead of your meeting so as to eliminate any conflict of meeting dates as much as possible. State Steward Conley and Sr. Assistant State Stewards Hudgins and Smith are unassigned and will attend as many district meetings as their schedule permits.

## Obituaries

**Agnes Love Gold Overcash 88** of Kannapolis passed Monday, Nov. 14, 2011. She was captain of the basketball team and Class Secretary, her senior year at Piedmont High School in Cleveland Co. After high school she attended National School of Commerce in Charlotte. Agnes joined Gilwood Presbyterian Church in 1947 and was active in the church, as a member of the Presbyterian women she received an Honorary Life Membership in 1987. She served as an elder and a deacon. She helped her husband Carl on the dairy farm with milking and making hay, raised her children, worked as a 1960 Census taker, became a substitute teacher at Odell Elementary School, and lastly the job she liked best, she managed to be one of the first women hired as a Cabarrus County rural letter carrier. At one point, her Route 1 was one of the largest routes in Cabarrus County. This job she held for 16 years before retiring at age 71 in 1994. She continued to serve the community after retirement, delivering Meals on Wheels and becoming a member of the Poplar Tent Extension Club and a member of The Daughters of the American Revolution. Agnes is survived by three daughters Candace Pierce, Melanie Overcash, and Cynthia Overcash; daughter-in-law, Janet Biggers; seven grandchildren; two great grandchildren; and one nephew.

**Asa Wesley Duke, 79**, of Parkton, died Thursday, Dec. 15, 2011. He is survived by his wife, Sunny Williams Duke; a son, Michael L. Duke; two grandsons, Austin Michael Duke and Michael Layton Duke II; a brother, Ronald J. Duke; a sister, Delores Duke Knowles; and a sister-in-law, Jennifer Williams Carter. Asa was a veteran of the U.S. Navy, who served during the Korean War aboard the USS St. Paul (CA-73). He attended N.C. State University and was employed with the U.S. Postal Service, retiring in 1995 with 41 years of service, 26 of those years serving as the first rural letter carrier for Parkton. He also retired from the North Carolina National Guard with 20 years of service.

**Blennie Lewis, 87**, of Leland, died Saturday, Dec. 31, 2011, at New Hanover Regional Medical Center. Blennie was a retired rural letter carrier.

**Henry M. Foster, 85**, of Monroe, formerly of Charlotte and Holden Beach, passed away on December 8, 2011. He was born in Union, and moved to Charlotte at an early age. Mr. Foster was a retired rural letter carrier after 37 years. He served two years in the Navy in WWII and was called back for two

years in the Korean War. Mac was a charter member and past master of West Gate Masonic Lodge and received his 50 year pen last year. He was a former member of Director Staff of Shrine, member of Paw Creek American Legion Post 353 and NARFE Chapter 105. Mac was a member of Mineral Springs United Methodist Church. He is survived by his wife of 64 years, Mary Alice Foster; daughter, Bridget Boatright; son, Stan Foster; granddaughter, Kimberly Brewster; sisters, Juanita Stallings and Nancy Abernathy.

**Hoke Alexander Wagoner, 97** died Oct. 23, 2011 at Forsyth Medical Center. Mr. Wagoner was born in Ashe County on Friday, December 19, 1913. He served in the United States Army during World War II. He was a retired rural letter carrier, a beef cattle and tobacco farmer for many years. He was an avid golfer, scoring his first hole in one at the age of 91. He was an active member of the First Baptist Church. Mr. Wagoner is survived by a son, Hoke A. Wagoner, Jr.; a step son, Terry Williams; three granddaughters, Stacy Cliff, Ashley Bowers, and Kendall Wagoner; two great-granddaughters, Adeline Bowers and Lanie Bowers; a great-grandson, Richie Cliff; three step grandsons, Trathan Williams, Brady Williams and Michael Laney; two step granddaughters, Autumn Williams and Cynthia Moore; two step great-grandsons Andy Moore and Aiden Moore; several nieces and nephews also survive.

**Ms. Fay Lowery Snead, 79**, of Fayetteville, died Sept. 7, 2011. Ms. Snead was predeceased by her beloved husband of 60 years, Elbert "Milton" Snead, Milton was a retired rural letter carrier. Surviving are two daughters, Cynthia S. Cox, and Donna S. Liebers; five grandchildren, Josh S. Masa, Matt Cox, Cynda Liebers, Jessica Cox-Mundy and Chelsea Liebers.

**Roby Branson Morris, age 80** of Salisbury, died Tuesday, Jan. 17, 2012, at Hinkle Hospice House.

Mr. Morris was born May 23, 1931, in Davidson County. He worked as a rural letter carrier for the U.S. Postal Service in Denton, was a veteran of the U.S. Navy, and was a member of Central United Methodist Church.

Survivors include wife Diza Rogers Morris; son W. Michael Morris; daughter Ella Denese Morris O'Hara; sister Ann Carlton; grandchildren Branson Patrick O'Hara, Ryan Jacob O'Hara, Miranda Kathleen Morris and Levi Michael Morris.

**Obituaries Continued on Page 15**

## Chaplain's Message

### *Giving to God*

*Read Matthew 22: 15/22*

*God created humankind in his image.*

*--- Genesis 1:27 ---*

The Pharisees tried to trap Jesus by asking him if it was lawful to pay taxes to the emperor, Caesar. Jesus' response was, "Give... to the emperor the things that are the emperor's, and to God the things that are God's." As I think about Jesus' words, I wonder, *How do I go about giving to God the things that are rightfully God's?*

The widow in the Gospel story (Luke 21:1-4) was surrounded by people much richer than she --- but they made sure others noticed them as they gave their gifts. Most of them gave out of their abundance, hardly knowing they had given anything. The widow gave two mites --- tiny copper coins holding the least value in the Roman monetary system --- but she gave all she had. Jesus said she had given more than all the others.

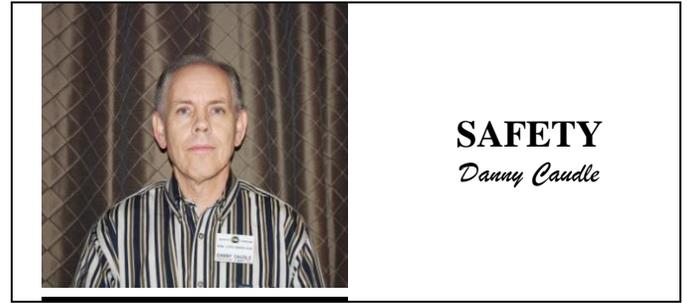
The money belonged to Caesar because it had his image on it. In a much more fundamental way, we belong to God because God's image is on and in us. In order to give to God what belongs to God, we must, like the widow, give all we have --- our very lives. When we give ourselves, God has all of us, including our money, our possessions. And like the widow, even the poorest person among us can give generously to God.

**Prayer:** Dear Lord, help us to give ourselves and all that we have to you. Amen.

**Prayer Focus:** Those afraid to give themselves totally to God.

**Thought for the Day:** Even the person with little can give much to God.

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## Rethinking Safety

Recent events that have happened to others and me have caused me to rethink how each of us should view safety practices. I began by asking myself questions as I go through each day about my choices in each aspect of my life. Hopefully, this list of questions will cause all of us to think safety.

- How important is it for me to stop and look both ways before I pull out of my driveway on the way to work? I caught myself the other day not stopping and only glancing down the road.
- Does my familiarity with the route I take each day going to work create a sense of recklessness?
- Why do I think it is necessary to travel 5 mph over the posted speed limit when I leave the house with plenty of time to get to work?
- When at work, why do I walk over a plastic strap that's on the floor instead of picking it up? "I did not drop it so I'm not picking it up."
- Why is it so important to speed through the route instead of having my mind on the safety of others and myself? Why are we "running" the route instead of "serving" the route?
- Should not seat belt usage be a priority? Why do we not follow the "secure the vehicle" rules set down by Management?

Thinking about our actions may keep us from getting a Letter of Warning or keep us from hurting others and ourselves.

## State Convention 2012

The state convention for 2012 will be held at the Ramada Plaza Hotel, located at 1701 S. Virginia Dare Trail, Nags Head, NC 27948. The telephone number for reservations is 252-441-2151. Please do not try to make reservations at this time as these rates are not available yet. The dates for business sessions are June 18 – 20, 2012. On Sunday June 17 will be the Meet and Greet, Steward Seminar, and Memorial Service.

The room rates are \$110 per night for Street Side Room, \$120 per night for Dune View Room, and \$140 per night for Oceanfront Room. These room rates compare to the regular rates of \$193, \$215, and \$263.80. You will be able to get these room rates from June 15 through June 21, 2012. More information will be available at a later date with the date that you can start making reservations.



Hello all,

I'm continuing the series of messages that will get you on the right track if you are thinking of retiring in the next several years.

### **Six Months Before Retirement**

Resolve any debts to your employer

You should resolve any financial indebtedness to your agency. Examples of causes for indebtedness include:

- outstanding travel advances,
- overpayments of salary,
- indebtedness for failure to return government property or for damage to government property, or
- advanced leave.

### **Waiving Military Retired Pay**

If you want to waive your military retired pay to receive credit for military service in the computation of your benefit, you should write the Retired Pay Operations Center at least 60 days before your planned retirement. Send your waiver to:

Defense Finance and Accounting Service  
U.S. Military Retirement Pay  
P.O. Box 7130  
London, KY 40742-7130

You can "fax" your request to 1 (888) 469-6559.

Suggested wording for your request is as follows:

"I (full name and military serial number) hereby waive my military retired pay for Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS) purposes effective (the day before your annuity begins).

I hereby authorize the U.S. Office of Personnel Management to withhold from my CSRS or FERS annuity any amount of military retired pay granted beyond the effective date of this waiver due to any delay in receiving or processing this request."

### **Maximum Benefit You Can Receive**

The basic Civil Service Retirement System (CSRS) annuity cannot exceed 80 percent of your high-3 average salary, excluding your unused sick leave. Generally, you reach the 80 percent limitation when you have 41 years and 11 months of service, not including accumulated sick leave. Fewer years of service may result in a computation that produces the maximum benefit under special computation formulas such as for law enforcement personnel.

Your service beyond the years which provides the maximum benefit will not be used to compute your annuity. Instead, we will automatically refund the retirement contributions you made during those years. Interest is paid on this refund payment at the rate of three percent per year, compounded annually. You can use the refund to purchase additional annuity, as if the contributions and interest are voluntary contributions.

However, if you have federal civilian employment periods when you did not contribute to either the Civil Service Retirement System (CSRS) or the Federal Employees Retirement System (FERS), we automatically apply excess contributions toward any deposit due for these employment periods.

### **Eligibility for Medicare Coverage**

You should contact the Social Security Administration at least three months before your 65th birthday to apply for benefits. The Social Security Administration will have records pertaining to your eligibility for Medicare coverage. If they do not, and you or your employer need to get a statement of your earnings for this purpose, you can write to:

General Services Administration  
National Personnel Records Center  
Civilian Personnel Records  
111 Winnebago Street  
St. Louis, Missouri 63118

You should provide the following information in your request:

- your name, as shown on your payroll records;
- date of birth;
- Social Security Number;
- mailing address;
- years for which earnings are needed;
- name and location of employer for each year;
- reason for request;
- written signature; and, a statement that all other sources of information have been exhausted.



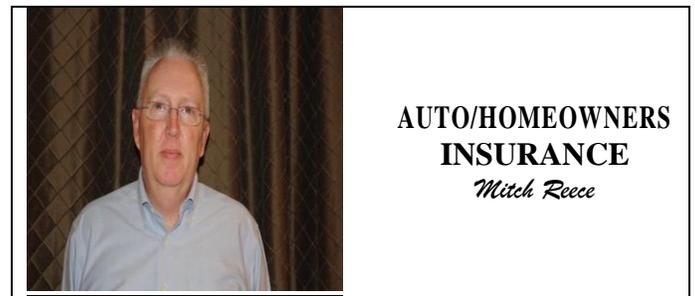
Hello everyone, I hope you had a very Merry Christmas and I hope you had a memorable New Year! We made it thru the stress of Christmas, no overtime, no help with parcels, later start times, family visits and standing in long lines! I'm sure management didn't cause anyone a little extra stress! Okay, they probably caused a lot of stress!!! Now is not the time to let your guard down because of all those New Year's RESOLUTIONS that you made. They could include, losing weight, changing your eating habits, going to the gym, making a new start with people at work, or changing your outlook on life. All these things can cause stress just as the Christmas holidays. But take in a deep breath, sit back and relax! This stress can be handled as well. Some people find stress to be hurtful to them, while others find that stress motivates them to start new projects or complete current ones. A little stress or anxiety is common and usually not a problem in itself. Determine the things that you can control and follow the normal routines as much as possible. Practice periods of relaxation, get enough sleep, find play time, eat a well-balanced diet and exercise regularly with your doctor's permission, of course.

Understand that uncontrolled stress can affect your health in a negative way. There have been reports that show that stresses that affect the brain can hurt the body at the molecular and cellular level, resulting in a diminished quality of life. There have also been studies that high stress levels can overwhelm a person's ability to cope and increase their risk of getting various infectious diseases. So let's face it, stress is going to be part of your life! So remember all those resolutions that you made a few weeks ago, it might be time to follow through with some of them. I have always been told that it's the little things in life that make you happy. So work on or practice those things that make you happy! Do some of the things that you enjoy! Remember you will never get that week, day, hour, minute or even second back. Remember that you

are the only one that can control the way that you react to stress. This might be the best New Year of your life!

There are all kinds of books, doctors, physical improvement specialist and online resources that are available for each and every one of us. If you are a member of the Rural Carrier Benefit Plan, you or anyone in your family can go to the website. You can view, print and order a new ID card, you can print a copy of your EOB's, you can check the status of your claim, you can track your deductible and out of pocket usage, you can view your health information and take an online assessment to see what you need to work on. There is an interactive education section for you, and the kids. They also have online digital coaching on the website. You can also see what discounts are available for vision services.

So visit: <http://rcbp.coventryhealthcare.com/> and check out the Wellness Resources section and all your online services. Enjoy Life!



Did you recently receive a cancellation notice on your home insurance policy? Several insurers in North Carolina have decided that if you do not bundle your auto and home policies, they will not insure your home. One company did not even give the option of adding their auto policy in order to keep the homeowners policy. Other companies, including the one endorsed by our association, do not have this requirement.

Have you obtained a quote recently through our new provider? If not, you will be pleasantly surprised. All it takes is a phone call to generate some real savings for you. There have been many of you that have already done this and switched. Be aware that even if you have a government provided vehicle, you are still eligible for the route car discount. Tell your friends and family about the savings. Call me if you have any questions. Be safe out there.

## News From the Secretary/Treasurer, Ronald Lineberger

### Things you need to be aware of for the coming year!

#### ➤ **Make plans to attend important meetings:**

**Spring District Meetings:** these are very informative meetings with a State Officer and your assigned State Steward in attendance. Also, this is the time to make your nominations for delegates to the State Convention from your district. These meetings must be held at least 40 days before the State Convention. This deadline is May 9, 2012.

**State Convention:** the state convention will be held in Kill Devil Hills, NC on June 17 thru 20, 2012, with the business session starting on Monday June 18, 2012. More information can be found on page 4.

**National Convention:** this year the convention will be held in Buffalo, New York, August 14 through August 17. The first step is to decide that you are ready and willing to attend this important meeting. Below are the guidelines for delegate nomination. The deadline for these nominations is May 9, 2012.

#### **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 the Secretary-Treasurer on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination.

The nominating ballot shall be published in the February, March, April and May issues of *The National Rural Letter Carrier*.

2. Nominations must be received in the office of the State Secretary at least 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

#### ➤ **Make your nominations for Outstanding Member of the Year:**

Nominations are being accepted at this time for this award. The current members of this committee are; Chairman, James Simmons; members Sandy Wilson and Ronald Lineberger. The guidelines for selection are on page 8 of this issue.

#### ➤ **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 15, 2012 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.

#### ➤ **Finally, membership:**

I must inform you that our membership is decreasing almost daily. This situation is partly due to the slow growth in numbers of rural routes and the fact that many routes are still being held for FSS flats. As many of you are aware the Postal Service in both districts is not hiring enough subs. In many offices we are very short of subs.

These factors along with other issues are causing our membership to drop at a critical time in the history of the rural craft. We need all rural carriers to stand together to show the Postal Service and Congress our solidarity. Many of you work alongside of a carrier that is not a member. With all of the attacks we are facing today from management and politicians we must ask these non-members to join us in the fight for our futures.

## GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER

### *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.

James Simmons  
5418 Seven Creeks Hwy.  
Nakina, NC 28455-9073

Sandy Wilson  
594 Motsinger Rd  
Thomasville, NC 27360-8183

Ronald L Lineberger  
3668 Startown Rd  
Maiden, NC 28650-8722



# NRLCA NEEDS YOU!

Every time I sit down at my computer to write a PAC article I am mindful that my main job is to attempt to persuade you to make a donation to your PAC. In the course of a year's time, many of you do but the overwhelming majority of you do not. You can still help.

With or without your monetary donations, we need you to be ready to contact your member of Congress and your Senator on quite short notice. Last year at the National Convention we set up the "NRLCA 'Call to Action' E-Network." Once you sign up; when the time is right, the National Office will contact you via email and let you know what to call your legislators about. There are many bills in the House and Senate that can affect us negatively and positively. When the time is right we need to act and we need to do so quickly. A few hundred calls to a member of Congress can and will have an effect on how many members vote. The E-Network sign up card will be printed later in the article. Clip it out, fill it out and mail it in. Your future pay and benefits may well depend on **Y-O-U**.

In the November-December 2011 issue of "The American Postal Worker," APWU Executive Vice President Greg Bell stated: Postal Workers are under constant attack by the forces of privatization. Unfortunately, this group includes the Postmaster General, members of the Board of Governors, some members of Congress and others.

Privatization is a clear and present danger – facility by facility, operation by operation and job by job.

I would be remiss if I did not mention the Postmaster General for the recognition that he has earned – as an advocate of privatization of postal services.

Like so many postal workers, I am outraged that the PMG submitted legislative proposals to

Congress in August that would abrogate our contract – less than four months after he signed it.

The Postal Service's proposals seek to eliminate our protection against layoffs, and were accompanied by the announcement that the USPS planned to reduce the workforce by 220,000, and would need to lay off approximately 120,000 workers to reach that goal. The PMG also proposed to remove postal workers from the Federal Employee Health Benefits Program and federal retirement programs – which would provide a major pathway toward privatization of the Postal Service.

Yet earlier this year, the Postal Service, postal unions and management associations all recognized that we should focus our efforts on legislation that would allow the Postal Service to apply billions of dollars in pension overpayments to the congressional mandate that requires the USPS to pre-fund 75 years of healthcare benefits for future retirees in a 10-year period.

I, for one, am certainly onboard with Mr. Bell.

Next are a few excerpts from '**Myth, Reality, and the U.S. Postal Service**' by Matthew Broder of Pitney Bowes.

Once upon a time, virtually everyone thought that the Earth was the center of the universe. And why not? From the human perspective, the Earth is unimaginably vast, stretching to the horizon and beyond, while the Sun and the Moon seem relatively small, and appear to traverse the 'fixed' Earth's sky. Of course, as science advanced and people began to understand new concepts of space and time, a new paradigm emerged to replace this archaic idea.

I couldn't help but think about this as I read [Thomas Sowell's attack on the U.S. Postal Service \(USPS\)](#) on the website of the New York Post. His

arguments are based on only the most superficial interpretations of the market for sending physical information and goods from one place to another, and it's important that more complete analyses be heard as well.

Sowell perpetuates the myth that, somehow, privatization of postal delivery will lead to "cheaper or better" mail service. He cites the profitability of [FedEx](#) and [UPS](#)—both great companies—as evidence that the private sector would trump a government service.

Cheaper? As of Jan. 22, the [USPS](#) will charge exactly forty-five cents to send a confidential, hack-proof message from anywhere in the U.S. to anywhere in the U.S. It's a good deal for consumers, and it's an even better deal for businesses that use the mail to communicate with their customers or reach out to prospects. In fact, it's about the lowest first-class postage rate of any industrialized country, and helps make the USPS a major economic engine.

Sowell might also ask executives at FedEx and UPS whether they want to take on the USPS's duties, particularly at 45 cents per piece. The brilliance of their business models is that they have accurately segmented the mailing and shipping market, and identified those customers who are willing to pay more for the speed and transparency they offer. Sowell may not realize that even these iconic companies are increasingly turning to the USPS for last-mile package delivery in less-profitable markets.

What if [Congress](#) changed the law and allowed any private delivery company to transport mail, as Sowell recommends? Here's what would happen: sharp entrepreneurs would offer competitive services for urban and wealthier suburban markets, where they wouldn't need huge fleets of trucks or lots of employees to serve a large number of customers. Elsewhere they would either charge more, or leave the territory to the Postal Service, which would effectively get the leftovers: rural areas, and lower-income urban and suburban areas, where service levels would be even harder to maintain absent the revenue generated by more profitable urban business centers. In short, some customers would win, but many would lose, and it would fall to the government to support those negatively affected.

Sowell's argument ultimately is an attack on the whole concept of community. He writes: "If people who decide to live in remote areas don't pay the costs that their decision imposes on the Postal Service, electric utilities and others, why should other Americans have to pay those costs?"

Let's follow this logic: if I 'decided' to live in New Orleans before Hurricane Katrina, I shouldn't expect any help from anyone outside the storm's path? If I 'decided' to hike in a national park and was injured in a fall, I shouldn't plan on a park ranger coming to assist me? If I 'decided' I wanted to go to college but couldn't afford it, I shouldn't count on any government loans to help close the gap?

Do any of us really want to live in a country like that? I don't.

Make no mistake, the Postal Service is in trouble and needs reform. The private sector probably has an important role to play in those reforms, particularly in back-office operations, but Sowell's ideas will only make things worse. America needs a strong postal network to get the mail to and from every address in the country at a reasonable price. If Sowell argues otherwise; well, he might as well try to argue that the Earth is the center of the universe.

---

Dr. Sowell is one of my personal heroes but none of us probably agree with our spouse, friends or even our heroes all of the time. It was recently reported that we now deliver 30% of all packages for FedEx Ground. In my office; most days, we deliver more packages that came to us from UPS and FedEx than came through the USPS. They would not give that business to us if we couldn't do it cheaper than they can.

Our PAC is your PAC. We cannot do it without your help and your financial contributions. Send in a PAC donation today.

**Take A STAND,  
and Do It  
TODAY**

NC Membership 4842  
 NC PAC Donors 129 (2.67%)  
 Members missing 4713 (97.33%)

2.67% 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.

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### Send PAC Donations and E-Network forms to:

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**For internet security; when emailing,  
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Name: \_\_\_\_\_  
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# 2010-2011 PAC

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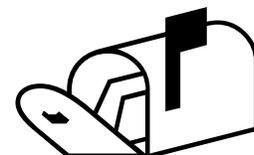
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**State Steward**

*Dennis Conley*

**Mail Count**

Looking back at the article for last January we were anticipating there would be no mail count in February/March and this year we are still saying the same thing. The parties are now in the middle of arbitration and unless a major attitude change occurs by either party, I cannot see a mail count anytime soon. The Postal Service gambled in September and while some carriers lost evaluation, overall most routes stayed the same or gained. This was a major expenditure for the Postal Service with no true monetary reward. While there is no guarantee there will not be a mail count during this time period, it is highly unlikely.

**Article 34 Arbitration**

Arbitrator Bloch has issued the decision concerning whether the Postal Service violated Article 34 when they did time studies in 2010 without the Association's participation. The Postal Service argued that Article 34.2 only applied when the Postal Service wanted to change time standards during the term of a National Agreement and does not apply when it seeks changes during collective bargaining or interest arbitration. Bloch stated:

“The core and character of the Article, then, concerns the quest for fairness, reasonableness and equity in the conduct of the studies. To this end, . . . the parties here agreed to a series of notice and oversight obligations . . . These checks and balances . . . cannot be read as somehow dependent on when proposals for new standards are to be proffered. For this reason, the conclusion is that the study at issue, conducted during the term of the existing contract, was subject to the various participation requirements of Article 34.”

Hopefully this decision will ensure the Postal Service will jointly involve discussing all issues of how this Award will impact the arbitration hearing.

**Bidding Process**

We are still getting phone calls from carriers wanting us to correct their bid on the automated bidding process. A reminder, if you bid on a route and you are the senior carrier, you will be awarded the route whether you wanted it or not. Only bid on a route that you want. We cannot go into the system and remove you from bidding on a route. We also cannot put your name on a route that you did not bid on in the first place either. Every carrier is now responsible for the route they will be assigned to. The responsibility is solely yours.



**SR. ASSISTANT  
STATE  
STEWARD**

*Barbara Smith*

**Track and Manage 2080/2240 Work Hours**

**2080** – FLSA B Carriers must be paid overtime for actual hours that exceeded 2080 for the guarantee year. Postal managers track and monitor the actual work hours of regular rural carriers to avoid paying overtime for exceeding the 2080 benchmark. Each year managers receive a report which identifies rural carriers which are at that time projected to be a 2080 problem, based on the projected number of hours that may be in the remaining scheduled work days.

The report may have the following message codes:

**A - Employee Ytd Work Hours Exceeded 2080**

**B - Employee in Danger of Exceeding 2240 Hours**

**C - Leave Required to Use During Guarantee Period Exceeds Balance**

**D - Leave Required to Keep Employee From Exceeding 2080 Hours**

If a carrier is identified as having a 2080 problem, management should follow Article 9.2.C.7.b.(2) of the National Agreement of the EL-902. If the carrier believes management's actions are in violation of the contract, a grievance may be initiated in accordance with Article 15.

**2240** – The second benchmark is the 2240 hours which states no regular rural carrier covered under 7 (b) (2) of the Fair Labor Standards Act should be allowed to exceed the 2240 hour benchmark. Christmas overtime, FLSA overtime, and DACA Code 5 hours are included in the calculation toward 2240. Working relief days and not receiving an (X) day will cause the actual work hours to be greater during the guarantee year. When a carrier opts for DACA 5 with no corresponding day off, the hours worked on those days are calculated toward 2240. Managers and carriers should take a responsibility to monitor the number of hours in the guarantee year and carriers should make wise choices of options for DACA 3 and 5 when required to work relief days.

If a rural carrier's actual work hours exceed 2240 in the guarantee year, as a result of management's failure to take corrective action in accordance with the M-38, Section 214.3, the rural carrier will not be responsible for an indebtedness resulting from FLSA Section 7 (a) recalculation. The issue was settled in a Step 4 grievance decision reference number (E95-4C 01267089).

Carriers should monitor their Form 4240 Rural Carrier Trip Report for the work hour totals. Also, carriers should document all attempts of requested days off by using the Form 3971 whether the request was approved or denied for documentation should a grievance be initiated in accordance with Article 15. Contract violations on PS Form 8191 USPS-NRLCA Joint Step 1 Grievance Form would be Article 5, 9, 15, and 19 of EL-902. Specifically Article 9.2.A.1.a-u will address Compensation Pursuant to the Fair Labor Standards Act (FLSA).

Please review the accompanying charts on page 15 for K-Routes and the number of DACA 5 Days that could be worked without exceeding 2240 hours.

Thanks to State Steward Dennis Conley for the assistance with the charts.

**Community Service Project**

Left to right; Virginia Patterson, RCA, Susan Stade, OIC and Betty Ann Westbrook, Regular



The ladies of the White Oak Post Office spearheaded the project of "Giving Back to the Community" by providing "Christmas Packages" for deployed troops from the White Oak Community. The original goal was to supply 10 packages. The out-pouring of contributions and generosity from the community has allowed them to triple their goal and assemble 34 Packages. This project also generated more than \$500 in revenue for the USPS.

This truly is a "Small Town, Close Knit Community and Post Office".

### DACA 5 Chart for a K-Route

Route Classification	K								
Weekly Evaluation	40	41	42	43	44	45	46	47	48
Daily Evaluation	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60
Delivery Days in Guarantee Period*	224								
Total Possible Work Hours**	1792	1837	1882	1926	1971	2016	2061	2106	2150
Hours Difference Between Total Hours and 2240	448	403	358	314	269	224	179	134	90
Number of DACA 5 days that could be worked without exceeding 2240 hours ***	37	33	28	24	20	17	13	10	6

\*Assuming 26 days of leave and 10 holidays not worked

Route Classification	K								
Weekly Evaluation	40	41	42	43	44	45	46	47	48
Daily Evaluation	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60
Delivery Days in Guarantee Period^	230								
Total Possible Work Hours	1840	1886	1932	1978	2024	2070	2116	2162	2208
Hours Difference Between Total Hours and 2240	400	354	308	262	216	170	124	78	32
Number of DACA 5 days that could be worked without exceeding 2240 hours ***	33	29	24	20	16	13	9	6	2

^Assuming 20 days of leave and 10 holidays not worked

Route Classification	K								
Weekly Evaluation	40	41	42	43	44	45	46	47	48
Daily Evaluation	8.00	8.20	8.40	8.60	8.80	9.00	9.20	9.40	9.60
Delivery Days in Guarantee Period ~	237								
Total Possible Work Hours **	1896	1943	1991	2038	2086	2133	2180	2228	2275
Hours Difference Between Total Hours and 2240	344	297	249	202	154	107	60	12	-35
Number of DACA 5 days that could be worked without exceeding 2240 hours ***	29	24	20	16	12	8	4	1	0

~Assuming 13 days of leave and 10 holidays not worked

\*\*Assuming carrier consistently works the daily/weekly evaluated hours

\*\*\*Days available

**DACA 3 & 5** refers to regular rural carriers working on their relief days.

**DACA 3**—Regular carrier works their scheduled relief day and receives compensation equal to 50% of the route’s evaluation PLUS another day off within 12 weeks.

**DACA 5**—Regular carriers on the Relief Day Work List (RDWL) work their relief day, receiving 150% of the route’s evaluation and no additional day off.

I would strongly suggest every carrier be very careful in taking DACA 5 days. Should not take more than one-half of the days you are eligible for.

### Obituaries Continued From Page 3

**Andrew “Andy” Webster Swain Jr.**, 65 Roper, NC, died Friday, February 3, 2012 at Vidant Medical Center, Greenville, NC. Andy was born in Tyrrell County, NC. Andy was retired from the US Postal Service as a rural letter carrier in Perquimans County and was a member of Scuppernong Church of Christ in Roper, NC. Andy is survived by his wife Carolyn Belch Swain; four daughters: Donna Spencer, Renea Price, Sherrie Parker and Amy Barnes; a brother, Johnny Swain; eight grandchildren: Jay Spencer, Abigail Spencer, Mallory Sawyer, Kaden Parker, Owen Price, Maggie Mae Price, Grayson Barnes and Bruin Barnes; and one great grandchild: Farrah Spencer.

**Wilma Baucom McCollum**, 83, of Monroe died on February 1, 2012 at Autumn Care of Marshville. She was preceded in death by her husband Thomas Howard McCollum a retired rural letter carrier.

Wilma was a homemaker and partner with her husband in their farming operation and was very active in the Farm Bureau organization as well as the North Carolina Extension and Community Association, Medicare Help Center in Monroe, Wingate University and Wingate Methodist Church. She is survived by her brother, Preston Baucom Jr., three sister in laws. and four nieces and nephews.

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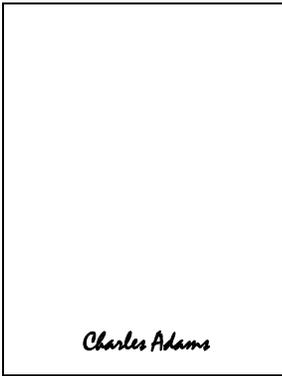
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## Auxiliary News Why Give Blood?

When I was in the military I gave blood because I got a three day pass (extra time off). After the military I gave because they told me to eat plenty and not to do any hard work. Then I got to the point I gave because it is a sure way to lose a pound.

The above reasons should be enough to make anyone want to donate blood. If these did not convince you think of what it does for someone other than you. It provides life to people in need of it. It provides healing to others. It is one of the most important items you get during some surgeries. It is almost painless and is good for your health.

A part of President Noble's program is about giving blood. It is so simple that I have difficulty understanding why there are shortages so often. I have been giving blood for 49 years so I can assure you from experience that it is really simple and almost painless. If you do not donate try it. The feeling you get by helping someone is great.



Again, it is that time of the year! You are thinking not Christmas already! What is going on? Well, hopefully, spring is around the corner and summer will soon follow. But, first of all remember that students who are seniors and graduating from high school should be planning their future. If their future includes continuing on to college or some other form of higher education, then these graduating seniors need to apply for scholarships both from the National Rural Letter Carriers Auxiliary and from the North Carolina RLC Auxiliary.

**The National Scholarships must be postmarked by March 1** and the best way to obtain these forms is to contact Sue Kelly, NC Auxiliary Secretary/Treasurer. She has copies ready to go as well as the form for the NC Scholarships. There are seven (7) national scholarships and "Yes," some of those are received by NC Auxiliary Juniors. In fact, last August, two were given to NC Juniors. Basically, the application forms are one page, some requiring a transcript and/or recommendation letter but nothing complicated. However, the forms must be completed correctly and postmarked by **March 1**. Primarily, the student must be under the age of 21 as of August 1, 2012, and they must not be married.

The NC Auxiliary and some districts will give several scholarships as well. A separate scholarship form from NC must be completed as well. This correctly completed form can be obtained from Sue Kelly and must be returned to her and postmarked by **June 1, 2012**. Her phone number and address are to the left of this article. Good Luck to all and get those forms in the mail!

# *Scholarships for the year 2012*

Here is a list of scholarships that will be awarded to college students, or college bound students at the 2012 National Convention

## **Please watch the deadlines for each scholarship**

1. **GMAC Rural Letter Carriers Vehicle and Home Insurance Plan Scholarship:** This scholarship will be awarded to a child or grandchild of a rural letter carrier; regular, retired, or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. Applicant has not reached age 21 by August 1, 2012, and is not married. This \$1,000 Scholarship will be done by drawing. Applications must be post marked no later than March 1, 2012.
2. **The Marie V. Mutchmore Scholarship:** This scholarship will be awarded to a child of a rural letter carrier; regular, retired or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLC Auxiliary. This applicant must be an active member of the Junior Organization, applicant has not reached age 21 by August 1, 2012. The \$500 scholarship will be awarded for meritorious service to the Junior Organization. Application must be post marked no later than March 1, 2012.
3. **NRLCA Discovery Scholarship:** This \$1,000 scholarship is awarded to a child, or grandchild of a rural letter carrier who is a member of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. A candidate must be an active member of the Junior Organization, who has graduated from high school or is a member of the senior graduating class, and has not reached the age of 21 by August 1, 2012, and is not married. Application must be post marked no later than March 1, 2012.
4. **Clara Gardner-Burch Scholarship:** Two \$500 scholarships will be awarded to a child of a rural letter carrier; regular, retired or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. Applicant must be a high school junior or senior with a “B” grade average, has not reached the age of 21 by August 1, 2012, and is not married. Application must be post marked no later than March 1, 2012.
5. **Olga Smith Scholarship:** This \$1,000 scholarship will be awarded to a child or grandchild of a rural letter carrier; regular, retired or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the Auxiliary. Applicant has not reached age 21 by August 1, 2012, and is not married; who is a student already pursuing higher education. Applications must be post marked no later than March 1, 2012. Scholarship awarded by drawing.
6. **Shirley Corno Scholarship:** Four (4) \$2,500 scholarships will be awarded to a child or grandchild of a rural letter carrier; regular, retired, or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. Applicant has not reached the age of 21, by August 1, 2012, and is not married. Scholarship applications must be post marked no later than March 1, 2012. Scholarship will be awarded by drawing.
7. **Delbert “Lucky” Clark Scholarship:** This \$2,500 scholarship will be awarded to a child or grandchild of a rural letter carrier; regular, retired, or substitute, who is a member in good standing of the NRLCA and whose spouse is a member of the NRLCA Auxiliary. Applicant has not reached the age of 21, by August 1, 2012, and is not married. Scholarship applications must be post marked no later than March 1, 2012. Scholarship will be awarded by drawing.

**Applications for scholarships can be obtained from any Auxiliary State Board Member. More information about each scholarship will be on each form when you receive them. I urge each applicant to read them carefully and fill out according to the instructions listed. “You can’t win if you don’t apply”.**

**Harriet Lineberger, Historian**

## NCRLCA Dues for 2010-2011

- Regular...Cash.....\$547.00
- 1187...Bi-Weekly.....\$21.04
- Retired.....Cash.....\$97.00
- 1187R...Monthly.....\$8.08
- 73, RCA, RCR.....Cash.....\$180.00
- 1187.....Bi-Weekly.....\$6.92

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

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

## POLITICAL ACTION FUND

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

Make checks payable to the NCRLCA PAC Fund and mail to:  
 Van Robert Heath  
 PAC Chairman

Address in on page two

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

Please return this form with your contribution.

NAME \_\_\_\_\_  
 ADDRESS \_\_\_\_\_  
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 DISTRICT \_\_\_\_\_ # \_\_\_\_\_

**CIRCLE ONE**

REGULAR                  RETIRED                  SUBSTITUTE

### MEMBERSHIP

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

### February 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3 Pay Day	4
5	6	7	8	9	10	11 PP-05
12	13	14	15	16	17 Pay Day	18
19	20 President's Day	21	21	23	24	25 PP-06
26	27	28	29			

### March 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 Pay Day	3
4	5	6	7	8	9	10 PP-07
11 Daylight Savings	12	13	14	15	16 Pay Day	17
18	19	20 Spring Begins	21	22	23	24 PP-08
25	26	27	28	29	30 Pay Day	31

NCRLCA  
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