



NORTH CAROLINA



RURAL CARRIER

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National Convention
August 14-17
Fall Booster
November 10



Derek Harpe

President's Message

I would like to extend a special thank you to all rural carriers in North Carolina for attending and making the State Convention in June at Nags Head very successful. We are very happy to report that we had 13 first timers to come to the convention!

I would also like to thank the Albemarle District #2 for their assistance at the State Convention at Nags Head. It was a very well organized convention and enjoyed by all. Thanks so much for all the support that made the PAC Auction so successful! As always, Lonnie Thigpen entertained everyone at the auction with his auctioneering talents and his amusing humor! It was a wonderful time to be had by all! If you were not able to attend the State Convention in Nags Head, you missed NRLCA President, Jeanette Dwyer, NRLCA Auxiliary Vice President, Kay Carter, Greensboro District Manager, Russ Gardner, and Mid-Carolina Acting Manager Post Office Operations, Craig Kinlaw (present Postmaster of Asheville). All spoke and brought out helpful information to the association. Congratulations to Van Heath as NCRLCA Member of the Year and to Sarah Stewart, Auxiliary Member of the Year.

We hope to see you at next year's State Convention in Asheville/Cherokee in June. Congratulations to the delegates attending our National Convention in Buffalo, New York on August 14-17th. Hope to see you there!

The Arbitrator's Award was issued July 3rd. I urge you to go to the NRLCA.org web site and read all the documents concerning our contract.

Many thanks to Carl Kelly and Dale Sain for covering for me in Washington, D.C. in May. I am sorry to say that I was on sick leave for five weeks and was not able to attend. Please be sure to read Carl's article regarding their trip to Washington, D.C.

Come and join us at the 2012 Fall Booster Meeting to be held on Saturday, November 10th in Salisbury. We need to continue to make the North Carolina Rural Letter's Association the best it can be. Let's become part of the decision making process and be involved in the future of the NCRLCA. We need you.

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Peach Belt	5	Ashe	6	Smokey Mountain	11
Roanoke Chowan	7	Foothills	10	Caswell County	14
Durham County	12	Five County	28	Tri County	25
Cumberland Hoke	20	Guildford County	30	French Broad	31
Sea Level	23	Person	41	Roaknoke	44
Cleveland/Gaston	29	Rockingham County	46	Rutherford/Polk	47
Tidewater	52	Watauga/Avery	57	Piedmont	50
Union County	54				

Executive Committee

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Alamance	1	Albemarle	2	Brushy Mountain	3
Wake County	24	Alleghany County	4	Southeastern	8
Mecklenburg	38	Burke/Caldwell	9	Catawba/Lincoln	15
Orange County	39	Harnett County	32	Central Carolina	16
Randolph County	42	McDowell/Mt. Mitchell	36	Yadkin River	26
Wayne County	56	Tar River	51	Johnston County	34

Appointed Officers

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**MAIL NEWS ITEMS BY 10TH OF MONTH
and Address Changes**

TO:

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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

Mr. George Alexander Robinson, Jr. age 85, Iron Station passed away on June 1, 2012 at Stanley Total Living Center.

Mr. Robinson was born on September 28, 1926 son of the late George and Ida Wallace Robinson. He was preceded in death by his first wife, Willia Dean Smith Robinson; three sisters Beulah Reid, Marjorie Smith and Irene Summey. Mr. Robinson worked for the U.S. Postal Service as a rural letter carrier and was active in the Rural Letter Carriers' Association and served as State President of the association in 1987. He was a lifetime member and served as an elder and Sunday School Teacher as well as a choir member of First Presbyterian Church in Stanley.

Survivors include his wife Jean Bynum Fisher Robinson of the home; one son Bill Robinson; one daughter Deborah Heath; one sister Lillie Mae Rhyne; five grandchildren; one great grandchild; one stepson; three stepdaughters; and four Step grand-children.

Frank Thomas Laney "Tom" 88 Monroe, died Friday, May 18, 2012. Tom was born in Union County, NC, July 9, 1923.

Mr. Laney was a US Army World War II veteran, a retired rural letter carrier with the US Postal Service and a longtime, active member of Central United Methodist Church.

Tom was preceded in death by his wife Mary Ellen Toffoli Laney May 25, 2000. Tom is survived by his daughters Phyllis Buffaloe and Joyce Hess; sister Eleanor McCain; four grandchildren; nine great-grandchildren and a special friend Arline Williams.

Mr. Frederic Sanford Jodrey II, 90 Winston Salem, passed away Wednesday, July 4, 2012 at Springwood Care Center in Winston-Salem. He was born on April 19, 1922 in Bronx, New York.

Mr. Jodrey was a retired rural letter carrier and current owner and operator of Jodrey Insurance Agency in Winston-Salem. Mr. Jodrey was 32 Sec. Degree Mason and a Shriner. He was a devoted member of Pfafftown Christian Church where he was a Sunday School teacher and loved to sing as a soloist. In addition to his parents he was preceded in death by two sons, one sister, and one brother.

Mr. Jodrey is survived by his loving wife of 55 years, Dorothy Brewer Jodrey, two daughters; and two sons.

Chaplain's Message

Prayerwalking

Read Luke 10:25-37

Who is my neighbor?

--- Luke 10:29 (NRSV) ---

Something unusual is happening in my neighborhood: Complete strangers are praying for my family. I didn't know we were being prayed for until I read about it in a newspaper article. We aren't the victims of tragedy or illness; we just happen to live in a neighborhood where there are "prayerwalkers."

According to the newspaper article I read, prayerwalkers are a group of people from a local church who have taken walking for exercise to a holy level. As they walk past each house, they pray for the occupants within. Simple observation helps them to personalize the prayers for that particular household. A swing set tells them children are part of that family; a handicap sticker in a car window tells them to pray for occupants with special challenges. As I read this article, I thought about how Jesus defined being a neighbor in the Parable of the Good Samaritan.

I don't do much walking through my neighborhood, but I do a lot of driving. So instead of prayerwalking, I have been testing "prayerdriving." I'm now more aware of who my neighbors are and what they're doing, and I feel a special connectedness with them and with God as I pay attention to their lives and pray for them.

Prayer: Dear God, hear our prayers for those whose names we know and for those whose names we do not know. Amen.

Thought for the Day

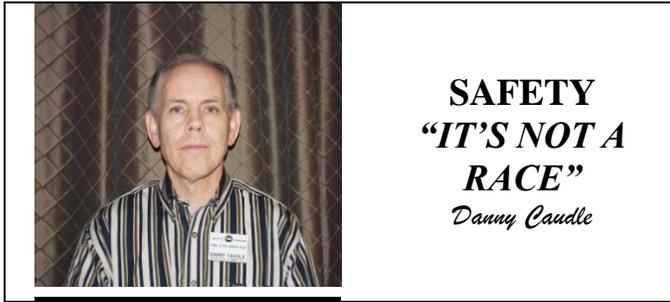
How can I express God's love in my neighborhood?

Prayer Focus: My neighbors

Fall Booster 2012

The Fall Booster for 2012 will be held in Salisbury on November 10, 2012. The location will be the Holiday Inn at 530 Jake Alexander Blvd. S., Salisbury, NC 28147.

Look for more details and important information in the next issue of the *North Carolina Rural Carrier* and on **nrcrlca.com** website.



There is something I have noticed in my 27 years at the Post Office. There is an unannounced race each day to see which Carrier will be the first back to the office upon completion of the route. I guess it has something to do with bragging rights. I'm sure "the winners" are bragging because a spouse of a Rural Carrier told me his wife was the best carrier because she was back off the route before anyone else.

But what really makes a good carrier?

A good carrier is a courteous driver. Is it possible for a carrier who is darting in and out of traffic to be courteous?

A good carrier is cautious around other people's children. How many of these "winners" are looking to the right and left for any sign of children playing?

A good carrier believes in serving the route instead of "running" the route. Do we give our customers the idea that we are in too big of a hurry to sell them stamps or to mail a package for them? All we have is service. Slow down and talk to people about what service we can provide for them. Let them know that there is no need to go to the Post Office because we can service their mailing needs for them. Inform the business people on the route about the Every Door Delivery service. It will take some time, but we can actually help our route to grow. All it takes is when a new family or business moves in is to introduce yourself and let them know that you want all of their business. People appreciate this and they will begin to use you for all their mailing needs.

At the end of the day, I want to know that I have given excellent service to my customers. I want to know that my customers are not running outside to rush their children inside because they think I drive too fast. I want to come back off my route satisfied that my actions in public made me an asset to the Postal Service.

Let's forget about the racing and start giving the kind of service our customers deserve.



If you are considering the new Roth TSP please read this message from the TSP's Executive Director

Dear Participants:

I am very pleased to announce that the TSP has implemented the Roth TSP feature. Agencies and services can now begin offering this opportunity to eligible employees and members of the uniformed services.

Roth TSP is an important new feature that will give you greater flexibility in the tax treatment of your employee contributions. It will allow you to make after-tax contributions to your TSP account that will be tax-free when withdrawn. The significance of Roth contributions is that their earnings are also tax-free when withdrawn (as long as IRS requirements are met).

I urge you to carefully consider whether Roth TSP could be to your advantage. This is a decision of tax strategy, and as with all tax matters, you should consult a qualified tax or financial advisor for information on your specific tax situation. In the meantime, you can get answers to many of your general Roth TSP questions here on the website. Additional information is on the way, including a Contribution Decision Wizard (or calculator), which will allow you to compare the impact—now on your paycheck, and later on your account balance—of selecting Roth contributions or traditional contributions. Many forms and publications available on the website, as well as other website content, have been updated to include information about the Roth TSP feature.

Because implementation of Roth TSP involves technical and programmatic modifications to payroll systems, not all agencies or services are ready to participate in Roth TSP at this time. Check with your own agency or service to find the date when you can begin making Roth employee contributions.

Greg T. Long
Executive Director



Hello everyone! Just to let you know if you missed it, we had a good convention in Nags Head Beach NC. The turnout was pretty good. There was a lot of information from many speakers and I guarantee that you learned something. I want to thank you for allowing me to write an article in regards to the FEHBP Federal Employee Health Benefit Program. The FEHBP is providing options to all eligible active and retired rural letter carriers. I want to give you a brief history lesson into the beginning of health insurance in the United States of America.

Prior to 1920, the state of medical technology generally meant that very little could be done for many patients, and that most patients were treated in their homes. Hospitals did not assume their modern form until after the turn of the century. Even then, surgery was often performed in private homes until the 1920s.

Given the state of medical technology before 1920, most people had very low medical expenditures. In 1918, a survey found that only 7.6% of families' average annual income paid for medical expenditures. In fact, the chief cost associated with illness was not the cost of medical care, but rather the fact that sick people couldn't work and they didn't get paid. In 1919, a study reported that lost wages due to sickness were four times larger than the medical expenditures associated with treating the illness. As a result, most people felt they didn't need health insurance. Instead, households purchased "sickness" insurance -- similar to today's "disability" insurance -- to provide income replacement in the event of illness.

As the twentieth century progressed, several changes occurred that tended to increase the role that medicine played in people's lives and to shift the focus of treatment of acute illness from homes to hospitals. These changes caused the price of medical care to rise as demand for medical care increased and the cost of supplying this care rose.

So did the standards of quality for physicians and hospitals.

As the population shifted from rural areas to urban, families lived in smaller homes with less room to care for sick family members. Given that health insurance is a normal good, rising incomes also helped to increase demand. Advances in medical technology along with the growing acceptance of medicine as a science led to the development of hospitals as treatment centers and helped to encourage sick people to visit physicians and hospitals.

According to one study in 1929, the average American family had annual medical expenses totaling \$108 with hospital expenditures comprising 14 percent of that bill. The average incomes of these families were between \$2,000 and \$3,000 per year. By 1934, it was noted that hospital costs had risen to nearly 40 percent of a family's medical bill.

As the demand for hospital care increased in the 1920s, a new payment innovation plan was developed by a group of teachers in Dallas, Texas. They founded the Blue Cross which would provide 21 days of hospitalization for a fixed payment of \$6.00 a month. This would revolutionize the market for health insurance.

Pre-paid hospital service plans grew over the next decade. These pre-paid plans were good for both the consumers and hospitals during the early 1930s but they suffered when incomes were falling from the Great Depression. While the pre-paid plans allowed consumers to affordably pay for hospital care, they also benefited hospitals by providing them with a constant revenue flow.

Blue Cross and Blue Shield were first to enter the health insurance market. They focused on providing health insurance coverage only to groups of employed workers such as steelworkers and millworkers. They thought that providing insurance to the young and healthy was the way to proceed. They felt the elderly were the ones that would cost the most. After viewing the success of Blue Cross and Blue Shield, commercial health insurance companies began to move rapidly into the health insurance market. The market for health insurance exploded in size in the 1940s, growing from a total enrollment of 20 million people in 1940 to nearly 142 million people in 1950.

By the 1960s, the system of private health insurance in the United States was well established

and nearly 75% of Americans had some form of private health insurance coverage.

So if you look at the plans that are in front of us we have a lot of decisions to make every year. The healthcare industry is in a state of constant change. Each year we all have events that change our life. We should try to plan ahead as soon as possible. I would like for all of you to gather the information concerning our benefit package and sit down do a little research.

The first question is, “where do I go to get more information concerning benefits! We should go to a couple of websites – www.opm.gov and www.nrlca.org. You can also contact the retirement department at the Post Office and have them send you a Guide to federal Benefits. This will answer most of your questions.

I want to encourage everyone to attend the Fall Booster in November because that is when all the information on the upcoming year is available. I want you to look at the Rural Carrier Benefit Plan and compare it to what plan you currently have. I want you to not only compare price but I encourage you to look at the benefits and the features of each plan. There is a great tool on the opm website that allows you to compare up to 4 plans side by side. If you are like me every year we get another year older, our kids get older, our families expand and contract and we need to make changes. One thing I want to leave you with is “are you prepared for the future”? “What would you do if you got insured”? “What if you contracted a disease”? “What would you do if you got Cancer”? Hopefully your benefit plan covers Cancer! And if you have the RCBP it does! At 100%!

weather, good crowd, great hospitality, and of course, time spent with our own National President Jeanette Dwyer. The Albermarle District did an excellent job in hosting us and their Hospitality Room food made a great impression on everyone I talked to. We had thirteen first timers at our convention which very much pleased me and I hope they will come back again next year and bring another new person with them. As Jeanette would say, “Folks, we have got to get involved. The Postal Service is not your friend.”

Since Derek was unable to attend this year’s Legislative Seminar in Washington D.C. due to health reasons, he asked if I would do a report on this year’s Seminar. Instead of boring you with too many details I will probably try to do an overview on where we stand legislatively in our state. In Derek’s absence Dale Sain was asked to go to help out with the meeting of our State Representatives and Senators. This year the issues we discussed were as follows: (1) Maintaining 6-Day delivery, (2) Prefunding future Retiree Health Benefits, (3) Maintaining Service Standards, and (4) Preservation of current Employee Health Benefits. As you can imagine that is a lot to talk about when you only have about 15 minutes with a Representative or their Aid. Some things were left unsaid but we tried to hit our main issues first for maximum impact.

Before the excitement of going on the Hill we first had to be educated. We started early Sunday morning spending two days in class learning about the issues and hearing some excellent speakers. Since the House wasn’t in session the week we were there we heard addresses from two Senators. We first heard an address from Senator Bernie Sanders (I Vermont) followed by Senator Tom Carper (D Delaware). Both of these men are big supporters of the Rural Letter Carriers and are interested in the survival of the Postal Service.

Last year when doing our visits, we were interested in H.R. 1351 and H.R. 137. One year later and these bills have not been voted on and I will try to explain the why. Before we arrived in May the Senate had just passed their bill on Postal Reform. For this reason I will report on the Senate first. The Rural Carriers didn’t support this bill because it didn’t keep 6-Day delivery fully intact. The Senate Bill passed 62-37. Kay Hagan voted for the bill and Richard Burr voted against it. On the amendment 2043 which was an amendment to preserve 6-Day delivery both Senators voted against



Legislative Seminar

Carl Kelly

IT’S AN EXCITING TIME TO BE A RURAL CARRIER

For those of you who didn’t attend the State Convention in June at Kill Devil Hills you missed out on a really great time. We had really good accommodations, excellent location, a variety of

the amendment. The amendment failed 43-56. I did my part by calling up to Washington before the vote and asked both Senators to vote for the amendment. I was disappointed when I heard they had both voted against 6-day delivery because I couldn't imagine their phone ringing off the hook with people asking for 5-day delivery. That was a question I definitely wanted an answer to. Kay Hagan thought that was the best bill they could get to pass and it does provide for two more years of 6-day delivery. After the two years they must conduct a study of 6-day delivery if the Postal Service is still having money problems. Richard Burr didn't like the bill because he thought there were better ways to accomplish saving the Postal Service.

In reality, we don't meet with the Senators but Kay Hagen hosts a coffee on Wednesday mornings when the Senate is in session. The last two years I have met Kay Hagen long enough to greet her and take a picture with her. This year she surprised us by asking a question about ways the Postal Service can save a big amount of money. Dale gave her an example but she came back with doubts about his idea. I was glad she was curious but I knew she didn't want the long answer I wanted to give her about putting city carriers on the evaluated system and saving 2 Billion dollars a year. Due to time constraints, I told her there were other ways and that I would talk to her assistant about these during our appointment. We probably spent 30 minutes with her Aid which is more time than you would usually get. The opinion of most of the Senators was basically that they have passed their bill and now it is up to the House to pass theirs. Until when they have Reconciliation their job is finished and they are on to other things.

Now, on to the House of Representatives, unfortunately the Legislative Seminar is planned three years in advance. Therefore there is no way of knowing whether the House will be in session when we get there. Last year we met with seven of our thirteen Representatives and were in the same room with another, although she completely ignored us the entire visit. This year we were unable to meet personally with any of our Representatives but we met with the Aid of all of them. In the House we have a big problem. His name is Darrell Issa. In a nutshell this is the problem. We have two pieces of legislation with more than enough cosponsors to pass. H.R. 1351 or United States Postal Service Pension Obligation Recalculation and Restoration

Act of 2011. It has 230 Cosponsors and only need s 218 to pass. We have H.R. 137 expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service. It has 222 co-sponsors and needs only 218 to pass. Now you are saying to yourself what is the problem? Darrell Issa heads the committee that passes bills out to the floor to be voted on. He has his own bill H.R. 2309 Postal Reform Act. It has ONE co-sponsor. That is the bill he is going to allow out of the committee to go to the floor to be voted on by the House. It's enough to make you pull your hair out. It is a very bad bill. He is trying to dismantle the Post Office along with PMG Donohoe.

We asked each of the Representative's Aids to support Amendment 2043 to Senate Bill 1789 to keep 6-day delivery as it is now in the law they come up with. The following chart is to let you know where each individual Congressman in North Carolina stands on these issues along with their phone numbers. You need to contact each of your Representatives and let your feelings be known.

District Representative	1351	137	Phone
1. G. K. Butterfield	Yes	Yes	(202) 225-3101
2. Renee Elmers	Not	Not	(202) 225-4531
3. Walter B. Jones	Yes	Yes	(202) 225-3415
4. David Price	Yes	Yes	(202) 225-1784
5. Virginia Foxx	Not	Not	(202) 225-2071
6. Howard Coble	Not	Not	(202) 225-3065
7. Mike McIntyre	Yes	Yes	(202) 225-2731
8. Larry Kissell	Yes	Yes	(202) 225-3715
9. Sue Myrick	Not	Not	(202) 225-1976
10. Patrick McHenry	Not	Not	(202) 225-2576
11. Heath Shuler	Yes	Yes	(202) 225-6401
12. Melvin Watt	Yes	Yes	(202) 225-1510
13. Brad Miller	Yes	Yes	(202) 225-3032

This is just to give you an idea of which Representatives are supporting our issues. Some could change their position as they will be voting on an entirely different bill. We can hope Mr. Issa's bill will contain some of the things we like. The way his bill is written now would be totally unacceptable. But then that is why he only has one cosponsor. I had to change the ending of this article because of the news I heard today on the radio. They are now reporting that this bill will not be brought to the floor until after the August recess. When things do begin to happen they may happen very quickly. Begin now to get in touch with your

representative and be prepared to get involved to save the future of the Postal Service and also your job. Yes indeed it is an exciting time to be a Rural Carrier.

2012 Annual Reports, Officers

Annual Report of the President Derek Harpe

It has been an honor and pleasure to serve my fellow rural carriers of North Carolina this year. This report covers my activities from June 2011 until the present time. Following our state convention in June in Charlotte, we received our district assignments. From there I was given the opportunity to go to our national convention in Savannah, Georgia.

Then in the fall I started with our district meetings. In November I presided at our Fall Booster in Clemmons. In January we were off to Atlanta, Georgia for the South Atlantic Conference. I attended the spring board meeting in Statesville. I attended eleven districts meetings with other board members covering two meetings for me while I was out on sick leave. Dennis Conley and I toured Harrah's in Cherokee as a possible convention facility for the 2013 state convention, while I was in the area for district meetings. I used six LWOP/AL days for union business. I stayed overnight on union business for six nights and drove a total of 3,372 miles.

I met with 31 RCA's in Charlotte for an informational meeting at the request of local Steward Roger Clark.

I dealt with one formal appeal. This appeal is being handled by the NRLCA. I was invited to meet with other postal unions in Raleigh at Senator Kay Hagan's office about six day delivery and the overpayment for the retiree health benefit and other postal issues. I shared the fact that we deliver FedEx and UPS packages the last mile which was news to some of the staff and aides in the senator's office. We met for nearly one hour which was much better than the 15 minutes we get when we have gone to Washington, D.C. Carl Kelly and Dale Sain took my place in Washington, DC (due to health issues) and attended the President/VP President legislative seminar.

Thanks to all of you for a successful year of service. It has been my honor to serve you. Thanks go to God, my family, my fellow state board members and stewards, and all my fellow carriers. Also, many thanks to Carl Kelly and Dale Sain for covering the Washington trip for me during my sick leave.

Respectfully submitted,
Derek Harpe

Annual Report of Vice President Carl Kelly

This report covers my activities from June 2011 through May 2012. At the conclusion of our State Convention in Charlotte I attended the planning session of the State Board where district assignments were given. I attended the National Convention in Savannah Georgia. In the fall I attended four District meetings officially, Yadkin River, Alamance, Roanoke/Chowan, and Tar River. I attended Cumberland/Hoke unofficially. I finished the year with the Fall Booster in Clemmons.

The New Year began with the SAC Conference in Atlanta and I had the pleasure to attend the Retirement party for Doug Byrum. Doug was the first State Officer I met back in 1983 when I attended my first district meeting and am glad I got to know him even better throughout the years. In the spring I attended seven district meetings, Alleghany County, Alamance, Roanoke/Chowan, Central Carolina, Tar River, Yadkin River, and Caswell County officially. I attended Tri-County, Wake County and my home district Harnett County unofficially.

In May I attended the Legislative Seminar in Washington D.C. After taking two days of classes Dale Sain and I began our assault on Capitol Hill. Unfortunately the House of Representatives wasn't in session the week were scheduled to be there but on Tuesday we met with Aides of all thirteen Congressman. On Wednesday we met with Aides of our two Senators although we did have a very brief conversation with Senator Kay Hagan. The days were full of work but they were also very rewarding.

I have used 9 days of LWOP, 9 nights of lodging, and traveled 4,846 miles on union business.

I would like to thank all of our Stewards including local Stewards who do so much work for so little praise. I appreciate you and what you do and I am glad you are willing to sacrifice so much for your fellow carriers. I would like to thank all of my fellow Board Members for putting up with me and working together as a group without any hostility.

I would like to thank my family especially my sister Carol who is also a Rural Carrier. She kept things going at home while I was busy on the road. I would like to thank my Lord and Savior Jesus Christ for safe travel and for his guidance and wisdom. I especially would like to thank my wife Sue who is my traveling companion on most of my trips, my phone operator, my I.T. and computer person, and most important to me my BEST FRIEND.

Respectively Submitted, Carl Kelly

Annual Report of the Secretary/Treasurer Ronald L. Lineberger

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

A large part of the State Secretary/Treasurer's duties and responsibilities involving the day-to-day administration of the NCRLCA are defined under Article VII, Section 2.C. of the NCRLCA Constitution as follows:

Financial Report:

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

Membership:

The State membership ends on June 30, 2012. As of June 14, 2012 our membership stands at 4,792. Our current membership totals are: regular carriers 2,531; relief carriers 1,302. There are 930 retired members and 27 associate members as of this report. I have processed 219 new members in fiscal year with 38 of these being regular carriers.

We have had 58 members that have died this year. There have been 23 regular carriers that have cancelled their membership and 16 have separated from the Post Office. Six RCA's have cancelled and 163 have left the Post Office. At last year's state convention I reported 4,867 members. This gives us a negative impact of 75 members lost this past year. This is the third year in a row that we have had a loss in members after several years of gains. I would also like to congratulate the 115 RCA's members that were converted to regular carrier during the release of the routes being held for FSS.

I would like to thank the Academy Trainers and Officers for their efforts in recruiting new members. I continue to recruit new members by mailing 1187's to new RCA's and regular carriers that have been recently converted from the RCA position. We must keep in mind that we have 2,269 non-members in North Carolina. This figure compared to last year shows that we have 127 less nonmembers this year as compared to last year. I must report that we do lose a few members who simply want out of the union, but most of the loss of members is due to RCA's either quitting their jobs or being terminated by the Post Office. This decrease in members will result in the loss of two delegates to the National Convention in Buffalo, NY. All members must continue to work on the non-members in our offices all across North Carolina. Our Union is only as strong as its members. Will you help?

Department of Labor:

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

The LM 2, which is the financial report to the DOL, was submitted in September, 2011 and will soon be prepared for September 2012. This year all LM 4's that the districts are required to submit must be done online, I will be registering as an administrator and submitting all 40 of these LM 4 reports to the DOL within 90 days of the close of the fiscal year.

IRS and NC Department of Revenue:

It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from

employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each. The CPA firm of Sherrill, Blake and Harrison review our books each quarter to help prepare these reports and do an annual audit of all financial records. This annual report is not completed until after the close of the fiscal year on June 30 and will be included in a later issue of the *North Carolina Rural Carrier*.

Travel and Meetings:

As your State Secretary/Treasurer, I attended the National Convention in Savannah, GA, SAC in Atlanta, GA, State Convention in Charlotte, Fall Booster in Clemmons, thirteen District meetings, two Steward Training Sessions, four Board meetings, two mail count trainings and two Secretary/Treasurer Training Sessions in Alexandria, VA and one in Atlanta, GA. I served on the Sergeant at Arms Committee at the National Convention in Savannah. I have driven 7,642 miles on association business. I have used 18 overnights that the Union paid for the hotel.

I have worked many hours, day/night and on weekends, on the telephone with our members to maintain our financial and membership data base.

I would like to thank everyone that has written letters, called or spoke to me personally this year with your concerns. I have received many calls from retired members that needed help in various ways. Also, I must thank the Board and the Stewards for their support this year. Last and certainly not least, I must thank Harriet for her patience and understanding.

Respectively submitted,
Ronald L. Lineberger

Annual Report of Daniel L. Caudle Executive Committeeman

I attended The State Board Meeting at the conclusion of our State Convention in Charlotte last June. All the board members were in attendance and we each received our district assignments. I was given districts 6, 15, 34, 44, 47 and 57.

In July, I attended another State Board Meeting in Burlington. I attended the National Convention in Savannah, GA, the Fall Booster in Clemmons, and the SAC in Atlanta, GA. I was also present at District 34's Fall Meeting.

In February, The State Board held a meeting in Statesville which I attended. Then I attended each Spring Business Meeting for those Districts given to me. I also attended District 39's Spring Meeting because President Harpe could not be there due to a schedule conflict.

All total, I drove 2,280 miles to and from District and Board Meetings. I only had one overnight stay which was in Williamston, NC.

I've enjoyed serving on the board this 2011-2012 year and the opportunity to meet new carriers at the various meetings. I want to thank all of the Districts for their diligence in encouraging members to attend the meetings. I also thank The State Board for their willingness to help me, especially Derek and Ronald. Their patience with me has been amazing. A big thank-you goes out to all the Senior Assistant State Stewards for their tireless efforts to represent each rural carrier in the State. Thanks to Dennis for that "encyclopedia" we all have to turn to occasionally.

Last of all, a loving thank-you goes to my wife Carolyn who never gets tired of proofreading everything before I send it out. She knows I have a job to do and is very understanding when she sits alone at night while I am on the phone or away at a meeting

Respectfully submitted,
Daniel L. Caudle

Annual Report of Dale Sain Executive Committeeman

The following is the report of my activities for the past year. After our state convention last June, I attended the NRLCA National Convention in Savannah GA in August. I attended two mail count training sessions, the NC Fall Booster, SAC in Atlanta GA, and twelve district meetings.

I was compensated for 3,358 miles of travel, and further traveled at least 1,000 additional miles voluntarily. During the course of the year I received or made at least 100 phone calls for union business. The NCRLCA compensated me for six days of annual leave. Due to President Derek Harpe's incapacitation, three of those days were used to attend the NRLCA Legislative Seminar in Washington DC (May 19 – 23.) While I was sorry that Derek was unable to attend, it was an extremely

interesting and rewarding experience. I believe that Carl Kelly and I represented our state well.

In closing, I want to say what an honor it has been serving this association during these last three years. It has been wonderful to have the opportunity to meet with so many of my fellow carriers across this great state. Thanks so much to my wife Paula for her undying support and understanding for what I do. Further, I thank each of you for your support.

Respectively submitted,
Dale Sain

Annual Report of Chris Derrick Executive Committeeman

This report covers my activities from June 2011 until now. I want to thank everyone for allowing me to serve this great association. It has been an honor to serve my fellow carriers of North Carolina this year. The year began immediately after the state convention in Charlotte with a board meeting planning the upcoming year. I was assigned the duties and responsibilities of the Federal Employee Health Benefits program and there was a lot to learn. I handled numerous calls hopefully relaying information and answering questions. After that, I started attending meetings from the Peach Belt, Cumberland/Hoke, Cleveland/Gaston, Rockingham County, Piedmont and the Union County Districts. At these meetings across the state, I have met many fellow carriers and made new friends. I want to thank all districts for inviting me to their meetings and allowing me to attend and discuss the current issues with them. It has been a huge learning experience for me, and hopefully I brought some useful information to everyone. Since this has been my first year to serve on the state board, I want to let everyone know that I am still in the learning phase. I promise to put forth all my efforts in this 2nd year and I look forward to meeting you in the future meetings. I also attended the Fall Booster Meeting in Boone and the SAC Meeting in Atlanta.

During my travels across the state, I have used seven days of LWOP and drove 1,663 miles, and five nights of lodging. I want to thank everyone for being patient with me when I did not know the answer and had to call you back. Thank you to my fellow state officers who have answered many questions and explained many things to me. I also want to thank my family for allowing me to be

away from home and many hours on the phone with my fellow carriers. Once again I want to thank everyone for giving me this opportunity to be a part of this association. I look forward to the next year!

Respectively Submitted,
Chris Derrick

OWCP and Convention Attendance

Any rural carrier who intends to serve as a delegate to a state or national convention and is unable to work, or is working in a limited duty capacity due to a job-related injury or illness, needs to be cautious and ensure that no Postal Service or Department of Labor regulations are violated.

Your National Officers advise anyone in the above situation to obtain explicit medical clearance from their doctor regarding their physical ability to travel to, and participate in, a state or national convention. The doctor should document that such activity is specifically in accordance with the physical restrictions previously given the Postal Service, and the Office of Workers' Compensation Programs (OWCP).

Every carrier needs to be aware that traveling to, and participating in, a convention might be considered by the Postal Service or OWCP as evidence the carrier is able to perform limited duty work.

Furthermore, if a delegate is receiving any wage loss compensation from OWCP, any money such delegate receives, and any volunteer work performed, must be reported to OWCP. The type of expense reimbursement usually paid to most delegates will most likely not affect a carrier's compensation, but properly reporting it will help to ensure no loss of compensation, and that no discipline will be issued by postal management.

Vehicle Insurance and Canadian Travel

To all those attending the National Convention in Buffalo, New York, please pay attention to this important message. If you intend to visit Canada during your visit, protect yourself by calling the *Rural Letter Carrier Vehicle Insurance Plan* (GMAC Insurance) and requesting your Policyholder Canadian Identification Auto Insurance Card. Call 1-800-325-1190

NOTE: If you are not insured in the *Rural Letter Carrier Vehicle Insurance Plan*, please call your automobile insurance provider to request information about how you can be legally and physically protected while driving in Canada.



Thank You

The State Convention in Nags Head is now behind us and it was an overwhelming

success for your PAC.

When all was said and done we raised \$12,773 at our convention. That puts our total for the year at over \$35,000. I believe that this is the first time we have ever done that. Our National President Jeanette Dwyer says that puts us in good standing for the year. We may not make it to first in the nation but we definitely showed what North Carolina is made of. I thank everyone.

NC Membership 4842
NC PAC Donors 306 (6.32%)
Members missing 4538 (93.68%)

Our number of donors increased greatly this month thus increasing our percentage of donors to over 6¼%. That is impressive. I still wish the numbers could be swapped leaving only six percent that did not support our PAC but all I can do is ask.

The success of our fundraising at the State Convention is directly attributable to a lot of hard working and generous people. I want to thank a lot of people and I truly hope that I have not overlooked anyone.

First I want to congratulate the winners of our PAC Raffle:

First Place (\$250) Doug Byrum
Second Place (\$150) Jimmie Reavis
Third Place (\$100) Connie Lindsay
The raffle tickets were drawn by Diane Yost of the APCU.

Now to thank those who made the dinner such a success:

Jimmy & Carolyn Ward cooked the pig.
Preston Spear
Rhonda Sears and Rhianna

Hilary Terjesen
Harold Knight
Doug Byrum
Sheila Nichol & Denesha
Jennifer Brown & David Edmonds
Sharon Skattie
Chris Creighton
Janet Leohr
Julie Rodriguez
Tammy Billetdeaux
Lis Ranney
Pam White
Brenda White

There are two of our volunteers that I want to pay special thanks to. We had two young ladies (Juniors) that came along with their family member and worked just as hard as the adults and for that I am very thankful. Who knows, those young ladies may be carriers themselves some day. They are Rhianna who came with Rhonda Sears and Denesha who came with Sheila Nichol.

The auction this year was another rousing success and much gratitude is owed to the following:

Auctioneer Extraordinaire Lonnie Thigpen
Our Vannas
Donald Ayscue & Harold Norris
Bid Recorder Peggy Vance
Collections & Accounting
Kay Carter
Lynn Adams
Norma Williford
Item Acceptance and Receipters
Angie Jones
Mary Bohanon
Donna Hazel

And due to the size of our venue, we had to recruit a couple of extra Vannas to get thru the evening:

Doug Byrum
Ronald Lineberger

Now it is off to Buffalo where we hope to have a great National Convention. Delegates, I will be there with my hand out as usual. Don't forget PAC.

6.32% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

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

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

Thank you.

Send PAC Donations to:

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

Phone: 252-792-6614

Cell: 252-809-2144

Email: vheath@embarqmail.com

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

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

2011-2012 PAC Donor List

PLATINUM Level (\$1500+)

Jeanette Dwyer
Danny Caudle
Ronald Lineberger

DIAMOND Level (\$1000+)

Betty Westbrook

RUBY Level (\$500-999)

Dennis Conley
Sally Corriher
Ken Frazier
Vicki Gray
Derek Harpe
Van Heath
Rusty Jordan

RUBY Level (\$500-999)

(Continued)

Carl Kelly
Brenda Prevatte
Rhonda Sears & Rhianna
Charles Stewart
Pete & Norma Williford

ELITE Level (\$250-499)

Lynn Adams
Debbie Bennett
Mike Borneman
Doug Byrum
Kay Carter (Aux)
Van Carter
Robin Hoyle
Brian Hudgins
Brenda Johnson
Angie Jones
Harold Knight
Janet Leohr
Connie Lindsay
Jimmie Reavis
Mitch Reece
Dale Sain
Frankie Saunders
James Simmons
Barbara Smith
Frank Suttles
Lonnie Thigpen
Jimmy & Carolyn Ward
Brenda White
Pam White

How Can I Contribute?

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



2011-2012 PAC

Donor List (con't)

EXECUTIVE Level (\$100-249)

Jaymi Athey
Donald Ayscue
Mary Bohanon
Jennifer Brown
Joe Brown
Tom Brown
Connie Bumgarner
Bud Cale
Mack Caudell
Lois Cruthis
Judy DiBacco (Friend)
Dean Eubanks
Kenneth Fuller
Louise Fulwood
Phillip Fulwood
Michael Gates
Billy Gregory
Robert Gurganus
Bob Greenwood
Jennifer Guthrie
Donna Hazel
Bonnie Johnson
Kelly Kenny-Futch
Margaret Hutchens
Janet Kight
Doil Killmon
Harry Kirk
Sara Leonhardt
Sue Ligon
Melissa Liverman
William McDowell
Janice Miller
Gail Naillon
Jerry Neal
Reggie Neal
Terry Neutze
Harold Norris

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

Ellen Reavis
Donald Sellers
Riley Shoe
Mike Shue
Sharon Skattie
Alfred Stallings Jr
Clyde Sweezy
Hilary Terjesen
Peggy Vance
Monica Vernon
Brian Weathersby
Diane Yost (APCU)
Ernest Young

LEADERSHIP Level (\$50-99)

A Thomas Adams
Robert Alexander
Lou Alligood
William Bailey
Chris Barber
Stanley Barnes
Stephen Barnhardt
Leo Basinger
Brenda Bateman
Jo Ann Bell
Jennings Bellamy
Tammy Billetdeaux
Robert Black
David Boege
Dianne Boone
Henry Bottoms
Agnes Brinn
James Brooks
Anne Brown
Cynthia Bunch
John Byrum

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

Robin Carnes
Mack Caudell
Dawn Chambers
James Comer
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Bruce Cooke
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Chris Creighton
Charles Davis
Carolyn Dixon
Mitchell Ellis
Kay Elswick
Haywood Fowler
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Patrick Harkin
Debra Hines
Frank Hines
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Jerry Huffines
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Eileen Jensen
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Janet Jones
Judith Jones
Lorena Jordan
Mary Josewitz
James Kallam
Phillip Keller
Arthur Kenan
Thelma Lea
John Lee
Ann Leonard
Dennis Manning
Mac Miller
Mike Misenheimer
Owen Moore

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Willia Moore
Jim Morrison
Larry Moxley
Debbie Neal
Sheila Nichol &
Denesha
Prennis Page
Kim Ranker
Liz Ranney (Friend)
Marsha Rawls
Evelyn Reid
Julie Rodriguez
Laurie Ross
Joseph Shaver
Audrey Solomon
Preston Spear
Arles Taylor
Dianna Valente
Doretha Wagoner
Joseph Whitley
Christina Wright

SUPPORTER Level (\$5-49)

Adron Adams
Mayumi Alexander
Rudolph Allen
Diana Andrews
Leeola Arney
Karen Bartlett
Cheryl Basnight
Bobbie Battle
Karen Beagle
Timothy Beddingfield
Ronnie Biggers
Robert Black

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

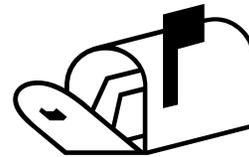
Scott Boeglin
Dianne Boone
April Bowden
Tim Bowers
Donna Boyd
Charles Briggs
Wertie Brown
Diane Bullock
Marjorie Burris
Marlene Cantler
Jane Ann Carman
Michael Caudill
Merlie Chapman
Crystal Childers
Joe Collins
Terry Cook
Billy Cooke
Elizabeth Cox
Jimmy Cox
Nancy Crepps
Paul Cross
Bruce Demint
Sandra Demurry
Chris Derrick
David Dennis
Everine Drake
Ronnie Dry
Heath Duncan
Jesse Duncan
Kay Dunn
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Odessa Elliott
Jeff Essick
Bernard Evans
Howard Feis
Kelly Fields
Geoffrey Floyd
Famous Fornis IV
Jack Fowler
Maxine Gardner
Thad Gaylord
Pamela Geouge
Brenda Gibbs
Julia Godwin
Leo Goodman
Harlan Greene
Joann Gurganus
Arlenea Hair
Paula Hall
Hal Hallman
Richard Hamlett
David Harris
Trudy Hatcher

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

Christine Hayes
Jeannette Heath
Kathleen Heller
Ann Horne
Kathleen Howard
Richard Huddleston
Priscilla Hyatt
Thelma Jackson
Crystal Jennette
Christine Laney
Margaret Lassiter
Norman Little
Margaret Mackey
Pauline Manzulich
Glen Martin
Jadwiga McClelland
Lee McConchie
JoEllen McKenzi
Natalie McVay
Janet Mills
Norbert Mildner
Janet Mills
Nancy Mills
Ivy Monger
James Munden
Robin Newcomb
Bonnie Nichols
James Nixon
Julia Norman
Judy Overton
Susan Parker
Laura Parlier
Charlene Phillips
Lee Pompey
Kenneth Pugh
Roberta Rauen
Charles Reed
Clarence Rogers
Steve Rogers
Lilli Royter
Archibald Russell
Kelly Russell
Samuel Russell
Rose Salazar
Norman Sandlin
John Severs
David Simpson
Joseph Simpson
Charles Smith Jr
William Smith
Jerry Snider
Wiley Snipes

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

Roger Southern
Tracy Spencer
Donald Sprinkle
George Taylor
Sara Taylor
David Tew
Rolin Thomas
Kenneth H Thompson
Marcus Turner
Ann Voliva
Yevgeniya
Voyevodskaya
Keith Wagner
Bobby Weiss
Ruby White
Cathy Whitley
Sallie Wilkes
David Williams
Jeane Wilson
Helen Woodard
Moye Woolard
Nathan Wright



You've Got Mail
Let's Keep it 6-Days
A week.

Sustaining Members

Mack Caudell
Sally Corriher
Chris Derrick
Jeanette Dwyer
Ken Frazier
Van Heath
Priscilla Hyatt
Bonnie Johnson
Mary Josewitz
Janet Kight
Christine Laney
Sara Leonhardt
Sue Ligon
Melissa Liverman
Jadwiga McClelland
Norbert Mildner
Jim Morrison
Terry Neutze
Kim Ranker
Mitch Reece
Laurie Ross
Mike Shue
David Tew
Dianna Valente
Betty Westbrook
Joseph Whitley
Ernest Young

In the 2012-2013 PAC year, let's grow the list of members that are Sustaining Members. EFT or Withholding. Learn more at www.nrlca.org or contact your PAC Chair. It is the easiest way to support your PAC.

**STATE AND ASSISTANT
STATE STEWARDS
NORTH CAROLINA**

STATE STEWARD

Dennis Conley
294 Prentiss Bridge Rd
Franklin, NC 28734-5364
828-369-3847

**SENIOR ASSISTANT
STATE STEWARDS**

Barbara Smith
1008 Dowling Road
Raleigh, NC 27610-4419
919-212-1564

Bryan W. Hudgins
149 Corner High Road
Eure, NC 27935-9701
252-357-2406

Sally Corriher
445 Corriher Gravel Rd
China Grove, NC 28023-9497
704-855-2629

Frank Suttles
1028 Lashley Road
Chapel Hill, NC 27516-7308
919-932-7835

ASSISTANT STATE STEWARD

Tracy Davidson
6008 Davidson Drive
Matthews, NC 28104-5449
704-821-8016



State Steward

Dennis Conley

Arbitration Decision

We have received the arbitrator's decision and while many of us are not happy with the decision, I think we must all realize it could have been worse. Based on the phone calls received by the assistants and myself, the main issues the carriers have had is with are the new tier

in pay system, high option change and the standards changes.

Several calls were made concerning the new pay issues but once the clarification came out most of the issues were resolved and while many realized what had happened in the APWU contract with another tiered pay system we would get one also. There was some confusion over the change in high option. A regular carrier will be able to take high option once they have ten (10) years of career status (either as a regular carrier, prior military or other career government agency combined) instead of three (3). You will be able to continue high option until the beginning the next guarantee period beginning October 20, 2012, if you do not have the ten (10) years to continue high option. As to the standard changes, obviously the offices with LLVs are upset (rightfully so) with the new 43 pieces per minute for DPS letters standard change and everyone else is still at 30 pieces per minute. In our state this will affect approximately 25% of all routes and the change will equal approximately a one (1) hour loss for every 4000 DPS letters per week, less affect with a less average number. The change in the prepaid parcels credit will affect approximately 6% of all routes in the nation. Remember any prepaid parcel less than two (2) pounds will continue to be counted as a letter collected and previously any prepaid more than two (2) pounds was given a four (4) minute credit as a parcel. Now they will be given the credit of 90 seconds for the event of picking up and then an additional 9 seconds for each prepaid parcel picked up. For example a pickup of one prepaid parcel will give you a credit of 99 seconds, but ten at the same address would give you a credit of 180 seconds. The one new increase standard is credit for dismount distance, going from .00284 per foot to .00429. A 1000 foot dismount distance credit would increase from 2.84 minutes to 4.29 minutes.

There will be a more detailed explanation in the National Rural Letter Carrier in the future of all the changes made in the new contract.

Delivering Accountables and Parcels

I just wrote about the new contract and while no one was satisfied with the final result it could have been worse, but I believe we need to be proactive for the future. The Postal Service continued throwing into our face their financial condition, reducing from 6-day to 5-day, and how we were way under our evaluation. We can help ourselves in fighting off these issues by just doing one thing, **GIVING SERVICE TO OUR CUSTOMERS**. If we will begin and/or continue giving good

service to our customers they in turn will make sure that the Congressman, senators, and yes maybe some US Postal Service executives think twice about cutting the delivery days. You can see how the USPS backed off some office closing because of pressure being placed on Congressman and Senators and suddenly not as many offices are being closed. This is the power of constituents to these congressmen. More and more carriers are receiving discipline for improper conduct because they mishandled an accountable piece of mail or parcel. The PO-603 341.43, 341.53 states “complete and leave Form 3849 when delivery cannot be made”. Leaving the 3849 in a door jam, on a table outside the door, no notice at all, or fail to go to the door at all is not a proper way of notifying our customers and this is when they get the most upset with us. These 3849s should be placed back in the mailbox if the delivery attempt failed. When you go the customer’s home, you should sound the horn (wait until you are actually at your parked position before blowing the horn, don’t blow it as you drive up the driveway), if you know your customer is usually home go to the front door to effect delivery. I would suggest you take their mail with you to deliver because if they are not home you have to go back to the box to place the 3849 in the mailbox. This gives great customer service and they will remember this. Our customers have the power to override our Congressman if we just give them good service that is unforgettable to them.

The same can apply to parcel delivery also.

PO-603 331.21 states:

“If a parcel is too large for the box, make a reasonable effort to attract the customer to the box to receive the parcel. Do this by sounding the horn or by hailing the customer. If unsuccessful, you must deliver parcels to any residence or business that is on the line of travel, or within one-half mile of the route and has a passable road leading to it. You are required to dismount to effect delivery if there is no response to your efforts to have the customer come to the vehicle, or if the customer requests that you do so. In multi-tenant buildings, make every effort to deliver parcels to customers using existing building notification procedures.”

PO-603 331.22. states:

“Parcels must not be left outside the box or in unprotected locations unless the addressee

has given written directions for an alternate delivery location or the mailer participates in the carrier release program by endorsing the package Carrier—Leave If No Response.

PO-603 331.22.b states:

When a parcel is endorsed, Carrier—Leave If No Response, and no one is available to receive it, you may leave it in a location that is concealed and protected from the weather, e.g., behind a storm door. Form 3849, Delivery/Notice/Reminder Receipt, with the It is Located: _____ block completed must be left in the mail receptacle notifying the addressee of the mail left in the authorized alternate locations.

Many carriers believe they do not have to notify a customer of where a parcel was left; they just place it at the front door without notification. You should make sure that a notice is left every time you leave a parcel and should take the customer their mail when you go to the home to affect delivery. If they are at home then you are giving good service and making friends with the customer, if they are not home you have to place a notice in the mailbox anyway so you have not lost anything. Some carriers’ question, what if I have already passed the mailbox and I cannot backup to the box. They are absolutely right we should never back up, but there could be some alternatives, i.e. if street not busy can properly park your vehicle and cross the street, you may be able to drive a short distance to make a proper U-turn, at minimum you must try to affect delivery in a safe manner and in some instances there may not be any other option other than leaving the notification prior going to the home, but this should be the exception rather than the rule. Some carriers believe that since they are never home they do not need to take the parcel with them that day, unless the customer has put it in writing to never deliver a parcel, you should always take the parcel just in case they are home this specific day. I understand sometimes it is difficult to affect delivery, but we must remember to give service to our customers regardless how management may treat us.

2012 Annual Reports of Steward's and Appointed Officers

Annual Report of Dennis Conley State Steward

President Harpe, Officers, National President Dwyer, Fellow Rural Carriers and Guests: This again has been a very interesting year with the North Carolina Rural Letter Carriers' Association. This report is for all my activities and the condition, activity, and status of the steward system for the past year since June 1, 2011 through May 16, 2012. I am afraid this year's report is not much better than the previous years. We again have went through some difficult times working with and for the Postal Service.

At last year's convention, the delegates approved a change within the state steward system to allow a total of five (5) full-time stewards. After the State Convention I asked Bryan Hudgins, Frank Suttles, and Sally Corriher to serve with Barbara Smith and myself in these positions and they accepted. I also asked Tracy Davidson to remain as a part-time assistant. Jeff Essick and Doc Hoyle were not reappointed and I would like to thank them for their dedication and hard work they have given this Association. Jeff and Doc have been total professionals in this transition and I look forward to working with them in the future on other endeavors.

The Postal Service advised the National office of a National special mail count the last two (2) weeks in September. While we all were apprehensive of this count the results were much more favorable than many expected. Overall the state average was a 35 minute loss for all routes. However DPS flat offices average was approximately a three (3) hour loss with some offices actually gaining. The main reason for the limited loss this mail count was the additional scans and increase in parcels. We have had some major issues with the Postal Service being able to maintain the DPS flat percentage they attained during the September mail count and have filed 30-day reviews for the Postal Service to process. This action has forced management to perform many reviews and use many resources to finally give the carriers what they gave during the last mail count.

I attended all state wide meetings this past year. I scheduled nine (9) mail count trainings across the state. Seven (7) local steward trainings were scheduled across the state with five (5) held during November. To assist the assistant stewards I appointed nine (9) area stewards and had an additional training for these individuals. In this report you will see we are continuing a very high level of grievance activity and workload with just a slight decline from last year.

I attended the National Convention, all State meetings, SAC, National Steward training, eight (8) district meetings. I drove approximately 13,121 miles on Union business. I spent thirty- eight (38) nights away from home that the NC RLCA reimbursed. I have continued to serve on the National Steward Exploratory Committee and the Labor Relations-Special Assignment Committee during the year. I have attended numerous meeting, route adjustment meetings, mail count dispute meetings, and labor/management meetings. We had three removals scheduled for arbitration this year but all were pre-arbed so this avoided the state an additional expense.

Currently, we have 102 local stewards across the state. This is an increase of two (2) from last year. These local stewards are the backbone of the Association and would like to thank each one and commend each one for accepting this thankless position. This year the local stewards appealed 98 grievances to Step 2.

The following report is a composite of the grievance activity of all assistant and senior assistant state stewards for the past year. They were reimbursed for driving for 112,135 miles, down from 116,187 miles. They used 152 overnights up from 139 last year. These figures do not include any of the state steward travels.

The assistants (including seniors and state) stewards handled 659 Step 1 grievances, down from 886 last year for a decrease of 227 grievances. This year we settled 496 grievances at Step 1, down from 665. Of these 659 grievances, 403 were contractual and 256 were disciplinary (36 removals, last year 58). This year the assistants handled 525 pre-disciplinary interviews/investigatory interviews down from 568 last year. Again this year, DUOs have consumed a substantial amount of time and while there was the freeze for a few months the Postal Service has begun again without missing a step.

Bryan Hudgins and I handled 250 Step 2 grievances down from 382 last year. Bryan Hudgins handled 117 Step 2 grievances down from 137 last year; I handled 133 down from 245 last year. The breakdown is 190 contractual grievances, 36 emergency, 7-day, 14-day suspensions and letter of warnings, and 19 removals. Of the 201 grievances We also have fifteen (15) grievances pending at Step 2. Of these 250 Step 2 grievances only 35 files were sent to me to appeal to Step 3.

Of the 35 grievances sent to me, 29 were appealed to Step 3. Three (3) contractual denials and one (1) notice of separation were accepted and not appealed due to the lack of a reasonable likelihood of success at the next level. The breakdown of the 29 appeals is: 10 were contractual (6 Letter of Demands), 13 removals, and 6 emergency placements.

This year the grievance activity of the assistant state stewards did decrease from last year, however next year could be back to numbers as in the past. It is discouraging that carriers keep finding ways of receiving discipline and keep trying to find more. This year we had one (1) labor charge brought against this Association and is the review process by the Director of Labor Relations.

I would like to report that the North Carolina Steward System is in good condition and the support of the State Board has provided is most appreciated and desired. I would like to thank each assistant state steward for their invaluable assistance and commend them for their efforts put forth for each carrier across the state. These assistants have stepped up to their new territory assignment and created a good working relationship with the majority of the new managers they are working with.

The National office has announced the appointments of the new positions for the upcoming year in the new steward system. Frank Suttles is the new District Representative (DR) for Greensboro District. The Greensboro Assistant District Representatives (ADR) are Bryan Hudgins, Barbara Smith, and Sally Corriher. I have been appointed the Mid-Carolina District Representative. The Mid-Carolina ADRs are Sally Corriher, Tracy Davidson, and Barbara Smith. All six (6) of us are scheduled to begin full-time status on November 3, 2012. This is one more additional full time employee. In addition, ten (10) offers are being made to the

current nine (9) area stewards and one additional person not currently an area steward. Once this is in effect, only Greensboro DR or ADRs can handle grievances in the Greensboro district and the same for Mid-Carolina.

This will be the last annual report as the state steward to this convention. As this report is being written, I wonder what the original state stewards think about the changes from when they began. The workload has increased many times, the attitude of local, district and national management has drastically changed. If it was not for them, we would not be getting ready to go into a new uncharted system. I would like you to remember the late King Westbrook and Rufus Cotton and thank Bobby Foster and Jeanette Dwyer for serving this Association in such a difficult but rewarding endeavor.

I thank you for the opportunity to serve this great Association. Last, but certainly not least, I would like to thank Sallie, Stefanie, and Ryan for their assistance, support and understanding during the past year. I hope all carriers will understand that sometimes the family does come first, because sometimes the family is not always put first.

Respectfully submitted,
Dennis Conley

Annual Report of Bryan W. Hudgins Senior Assistant State Steward Greensboro District

This report covers activities from June1, 2011 through May 18, 2012.

During this time frame I attended the State Convention in Charlotte, National Convention in Savannah, Regional Steward Training in Myrtle Beach, Fall Booster in Clemmons, and SAC in Atlanta.

In this time period I attended 14 district meetings, 16 labor-management meetings, 10 DUO meetings, and 37 PDIs. I assisted with local steward training, attended mail count trainings, and attended 2 steward meetings.

This past year I used 38 days of LWOP for union business between June 1, 2011 and September 9, 2011. On September 10, 2011 I became full time for the Association. I traveled 21,712 miles on union business, and required 41 nights of lodging.

Grievance activity for the year included hearing 83 grievances at Step 1. Seventy were contractual of which 47 were settled, 22 were denied, and one is pending decision. Discipline included, 6 letters of warning settled at step one, three seven day suspensions settled at step one, one 14 day suspension settled at step one, and two removals that were denied at step one. Discipline grievances totaled 13 for the year at Step 1.

Step 2 grievance activities included 117 grievances of which 97 were contractual and 20 were for discipline. Of the 97 contractual grievances 84 were settled and 13 are pending decision. Discipline included 8 removals with 4 being settled, 3 denied and one pending decision. Two 14 day suspensions were settled at step 2. Three 7 day suspensions were settled at step 2 and two letters of warning. Emergency placements numbered five with one denied, one pending, and three settled.

Thanks for your support would be in order for the State Board, State Steward, Assistant State Stewards, and a special thanks to my family for their support and understanding.

Respectfully submitted,
Bryan Hudgins

**Annual Report
of Barbara Smith
Senior Assistant State Steward
Greensboro/Mid-Carolina's District**

This report includes my activities from June 1, 2011 through May 18, 2012.

During this past year I attended the State Convention in Charlotte, National Convention in Savannah, Southern Regional Steward Training in Myrtle Beach, Fall Booster in Clemmons, and SAC in Atlanta. I assisted with 8 steward trainings, 12 mail count trainings for managers and carriers, 2 mail count disputes, attended 16 district meetings, 5 DUO meetings, 2 steward meetings and 12 labor-management meetings.

This past year I traveled 19,928 miles for union business and required 41 nights of lodging, of which 22 were not charged to the union.

I attended 73 PDI's, 45 in Greensboro District and 28 in Mid-Carolina District.

Grievance activity included 104 grievances which included 79 contractual grievances, 28 in Greensboro, settled 20 at Step I and appealed 8 to Step II, 51 contractual grievances in Mid-Carolina settled 23 at Step I and appealed 28 to Step II. 5 LOW's, settled 2 in the Greensboro District, and

settled 3 in Mid-Carolina. Three 7-Day Suspensions settled 2 in Greensboro District, appealed 1 to Step II in Mid-Carolina. Six 14-Day Suspensions settled 1 and appealed 3 to Step II in the Greensboro District, 1 settled and 1 appealed to Step II in Mid-Carolina. 4 Emergency Placements 1 appealed to Step II in Greensboro and appealed 3 to Step II in Mid-Carolina. 7 Removals settled 2 in Greensboro, settled 2 in Mid-Carolina and appealed 3 to Step II.

I would like to thank the State Board for all of their help and support this past year.

Thanks to Dennis Conley and Bryan Hudgins for all of their guidance. Thanks to all of the Assistant State Stewards for their help when I needed to call on them for assistance. A special thanks to all the local stewards for serving in their offices to represent carriers. Encourage others to get involved and become a steward. Thanks to my husband, Linwood and my family for all of their support throughout the year. It has been an honor and a privilege to serve all rural carriers and this association in North Carolina this past year.

Respectively submitted,
Barbara Smith

**Annual Report
of Frank Suttles
Senior Assistant State Steward
Greensboro District**

This report covers activities from June 1, 2011 through May 18, 2012.

During this time I attended the State Convention in Charlotte, National Convention in Savannah, Regional Steward Training in Myrtle Beach, the Fall Booster in Clemmons, Steward Training in Washington, South Atlantic Conference in Atlanta and the National Steward Training in National Harbor, Md.

During this time frame I attended 8 DUO meetings, 16 labor/management meetings, 14 district meetings, and 112 PDIs. I assisted with local steward trainings, area steward trainings, mail count trainings with management and carriers, and attended our steward training meetings. I also checked on the plants during mail count.

This past year I used 42 days of LWOP for union business between June 1, 2011 and September 9, 2011. On September 10, 2011 I became a full time

steward for the Association. I traveled 21,277 miles on union business and required 27 nights of lodging.

Grievance activity for the year included hearing 116 grievances at Step 1. Seventy two were contractual of which 41 were settled, 30 were denied, and one is pending. Discipline grievances included 19 Letters of Warning with 18 being settled at Step 1, nine 7 Day Suspensions with seven being settled at Step 1, five 14 Day Suspensions with four being settled at Step 1, four Emergency Placements with 3 being denied and 1 carrier resigning and seven Removals in which three were settled at Step 1 and four being appealed to Step 2. Discipline grievances totaled 44 for the year.

I want to thank the State Board, State Steward, and Assistant State Stewards for their assistance throughout the year and allowing me to serve this Association. Special thanks go to my family for their support and understanding this year.

Respectfully submitted,
Frank Suttles

**Annual Report
of Sally Corriher
Senior Assistant State Steward
Mid-Carolinas District**

This end of year report covers June 1, 2011 through May 18, 2012.

During this past year I have attended the following meetings: State Convention in Charlotte, National Convention in Savannah, Georgia; Fall Booster in Clemmons, SAC in Atlanta, and 18 district meetings. In July I attended Steward Certification Training in Alexandria, Virginia and in October I attended Regional Steward Training in Myrtle Beach, South Carolina. I participated in local steward training in Williamston, Fayetteville, Burlington, Salisbury, and Hickory and attended two training sessions for assistance state stewards. This past year I helped with mail count training in Charlotte, Asheville, and Hickory for managers and carriers.

I have driven 18,468 miles on Union business, training, and to attend meetings. I have required 24 nights' lodgings and used 41 days of LWOP.

This past year I have been to 76 Investigative Interviews and processed 120 Step 1 grievances—91 were settled and 29 were appealed to Step 2. Included in the 120 grievances were 6 removals, 5 emergency placements, 4 fourteen day suspensions, 3 seven day suspensions, 32 letters of warnings, and 70 contractual

grievances. I have attended one Labor Management Meeting, one DPS standup, and 5 DUO standup talks.

I would like to thank the State Board for their support and help this past year. Thank you to Dennis Conley and Bryan Hudgins for their willingness to answer my questions and being there when I needed help. To the Assistant State Stewards thank you for all you do to help the rural carriers in our state and thank you to the local stewards who are on the front lines dealing with carrier concerns every day. Most of all I want to thank my husband, Barry, who is always there for support and encouragement when I need it the most. It has been a privilege to serve the rural carriers in North Carolina this past year.

Respectfully submitted,
Sally Corriher

**Annual Report
of Tracy Davidson
Assistant State Steward
Mid-Carolinas District**

This is my end of year report from June 1, 2011 to May 18, 2012.

I have attended the State convention, The National convention in Savannah, the area stewards training at Myrtle Beach, all Assistant Steward meetings, 4 local trainings the fall booster meeting, seven mail count trainings for September National Stewards training in Washington D.C., South Atlantic Conference, 9 district meetings, 11 labor management meetings, eight mediations inspected the GMF, the L&DC, and the contract truck lots for mail count. I also attended 6 DUO trainings 5 FSS trainings and 2 consolidation meetings.

I have driven 30,700 miles, and spent 19 overnights on Union business. I spent 221 days on LWOP. I have lost 30 days of annual and Sick leave. This does not include lost retirement, lost Holidays, or benefits.

This year I have heard 211 investigative interviews and 201 step ones. I heard 86 contractual, settled 79 and appealed 7. I heard 115 disciplines at step one. Eighty-two were letters of warning 79 were settled and three were appealed to step 2. Four were seven day suspensions, three were settled at step one and one was appealed to step 2. I heard twelve emergency placements; I settled 10 and appealed two. I had five 14 day suspensions which were all settled at step one. I heard twelve removals, nine were settled at step 1 and three were appealed to step 2. This leaves a grand total of 189 settled at step one and 12 sent to step 2.

I would like to thank all the members for allowing me to serve this great association. I would all like to thank the board and Dennis Conley. Also I would like to thank my wife for putting up with all the travel and long late hours.

Respectfully submitted,
Tracy Davidson

Annual Report of Van Heath PAC Chair

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

At the end of May we had raised **\$20,611.05**. At the end of the 2011 PAC year we had raised \$30,927.95 and were fourth overall. These are the last numbers reported out by the National PAC Manager. These numbers do not include donations mailed to the National Office in response to the National PAC Letter. By the end of this convention I have no doubt that we will take our usual place in the top five. I will not be able to report the final year-end tally until after the National Convention in Buffalo.

This year the PAC donations came in at a normal pace until the National PAC Letter arrived in April. Stewart Pelto, our National PAC Manager has still not been able to catch up. I spoke with him two weeks ago and he still had over three thousand donations to input.

We now have twenty-six carriers that are Sustaining Members. That is a gain of two members since last year. These members have signed up to donate automatically to PAC through either Withholding or Electronic Funds Transfer (EFT). I would like to invite and encourage as many of you as possible to sign up for one or the other. You can see me at the PAC table or contact me anytime to find out which one would work best for you.

In the past year your PAC Chair attended the National Convention in Savannah, Georgia, the South Atlantic Conference in Atlanta, the Fall Booster in Clemmons, as well as twelve District Meetings. This past fall there were districts that I always attend meetings in that either did not meet or did not let me know they were meeting. This spring I think I made up for the lack of meetings in the fall. I want to thank each district for the invitations that I received whether I was able to attend or not. There

were a lot of members looking out for our PAC at the meetings that I could not be at. Thank you.

As Federal Employees we are still the boogieman in Washington. We have been under attack from all sides. The President attacks us, Rush Limbaugh attacks us, Sean Hannity attacks us and even Jay Leno attacks us. There was a time when I thought if we can just settle the issue of the day we would have smooth sailing. Now it seems to get more contentious each and every day. Just recently I was listening to Talk Radio and heard that as Federal Employees, you work twenty years, retire with full pay and free health care for life. I am not yet retired but I wish I had that deal waiting for me. Maybe that is what the PMG gets. It sure isn't us. Unfortunately far too many people don't know the difference between a fairy tale and fact.

There are many bills that have passed one house or the other that will make the future of the Postal Service much different from the past. I hope everyone has signed up for the e-Activists Network. We need all the help we can get in emailing, calling and writing members of Congress to get our message heard. I work hard every day and I get very tired of hearing from the Congress and the Postal Service about how lazy all of us are.

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

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

Respectfully submitted,
Van Heath

Annual Report of Ronald L Lineberger Historian

President Harpe, State Board, National President Dwyer, Special Guests and fellow Rural Carriers, this is the North Carolina Rural Letter Carriers' Historian's Report for the year 2011/2012.

The 107th Annual State Convention of the North Carolina Rural Letter Carriers' Association of the 86th State Convention of the Auxiliary was held Charlotte, North Carolina June 27th -- 30th, 2011.

We would like to thank Mecklenburg District 38 for an excellent Hospitality room on Sunday

afternoon. Special thanks to all who worked in the Hospitality room, you did an excellent job.

On Sunday afternoon Dennis Conley and all our Stewards held a seminar open to anyone that wanted to attend.

Our Memorial Service was held on Sunday night with the message delivered by Doug Byrum and music lead by Dale Sain. Auxiliary Chaplin Deliah Johnson and the Juniors led us in the Memorial Observance with lighting of candles in remembrance of those who had passed on.

On Monday morning James Simmons spoke honoring our Veterans.

Member of the Year was Ronald Lineberger and Auxiliary Member of the Year was Linwood Smith.

We had 10 first timers, 20 retired carriers and 10 past state officers.

Our National Officer Jeanette Dwyer spoke on Monday afternoon.

The delegates at the state convention selected Clemmons as the site for the 2011 Fall Booster meeting to be held in November. The next state convention will be held in Kill Devil Hills at the Ramada Plaza.

On Tuesday afternoon a BBQ and Chicken dinner was held at the Ebenezer Presbyterian Church Family Life Center.

Elections were held on Wednesday morning; President, Derek Harpe; Vice President, Carl Kelly; Secretary/Treasurer, Ronald Lineberger; Executive Committeemen Chris Derrick. This concludes the state convention report.

On November 12, 2011 the Fall Booster meeting was held in Clemmons, NC at the Village Inn. Thanks to the Yadkin River #26 for hosting the meeting.

James Simmons gave a talk on Veterans Day and what it should mean to all of us. We had 15 Veterans present. Doug Byrum then had the Invocation. There was no National Officer present for this meeting. State Steward Dennis Conley filled the afternoon with a very informative presentation.

Respectfully submitted,
Ronald L Lineberger

Annual Report of Mitch Reece Auto-Homeowners' Insurance Representative

During the past association year, I attended the State Convention in Charlotte, the National Convention in Savannah, the Fall Booster in Clemmons, and the South Atlantic Conference in Atlanta. While at the National Convention, I attended the GMAC Breakfast Seminar. Thank you to all the carriers who switched their insurance this year. I am sure that you are enjoying the savings. I am honored to have been chosen by the board to serve in this position once again. I look forward to serving you in the future.

Respectfully submitted,
Mitch Reece

Annual Report of Ronald L Lineberger Editor

This past year was another successful year for the *North Carolina Rural Carrier*. We printed 6 issues for a total of 30,000 copies with a total of 120 pages. The smallest issue was 14 pages and the largest 24 pages. As was the case last year we combined two months in every issue which saved the state approximately \$22,000 in printing and postage cost. The cost this year was 60 cents per copy.

The number of pages in the paper does not make the paper; the quality of information is the important fact. Our officers and stewards continue to provide very good articles and cover many of the very important issues before us as a union. My thanks to each one, without these articles there would be no *North Carolina Rural Carrier*.

I would just like to remind everyone of the importance of the information on the second page of the *North Carolina Rural Carrier*. Please make note of the Officer assigned to your district. When planning your district meeting, contact the assigned officer and area steward to verify with them your schedule. This may save some schedule conflicts and insure representation from the State Board and area steward. Officers and Stewards are very busy during District meeting times and conflicts sometimes can be avoided with early contact.

Respectfully submitted, Ronald L Lineberger

When a Retired Rural Letter Carrier Dies, The Survivor Should:

1. For the Civil Service Retirement System (CSRS) notify:
Office of Personnel Management
Employee Service & Records Center
PO Box 45
Boyers, PA 16017-0045

For the Federal Employee's Retirement System (FERS) notify:
Office of Personnel Management FERS
P.O. Box 45
Boyers, Pa 16017-0045

Telephone for OPM: 1-888-767-6738

When writing to the Office of Personnel Management, you should request:
SF-2800 – Application for Death Benefits
FE-6 – Claim for Benefits: Federal Employees' Group Life Insurance

Include the deceased employee's name, CSA number, your name and signature. Fill out these forms and return them with a certified copy of the death certificate in each envelope, which you are provided.

SURVIVOR ANNUITIES ARE NOT PAID AUTOMATICALLY YOU MUST APPLY FOR IT.

Return any checks addressed to the deceased employee to the address of the Treasury Department on the envelope in which they were mailed.

2. Notify the Secretary/Treasurer of the National Rural Letter Carriers' Association and the State Secretary of the State RLCA where the deceased was a member. Give the Social Security number of the deceased employee.
3. If the deceased employee was retired from military service, notify the Commanding Officer of the nearest military installation.
4. If deceased employee was in receipt of benefit payment from the U.S. Department of Veterans Affairs (VA), you may notify the VA by calling 1-800-827-1000. Spouses may also be entitled to VA death benefits and assistance.
5. Change deceased employee's name to survivor's name on all important papers.
6. Notify insurance companies: life (if Provident Guild, write Secretary/Treasurer, PO Box 105 Minster, OH 45865-0105; if Federal Employees' Group Life Insurance contact the Office of Personnel Management; if NRLCA Life Insurance or Long Term Care, 1630 Duke St, Alexandria, VA 22314-3467), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke St, Alexandria, VA 22314-3467), house and automobile (if GMAC Insurance Company, contact PO Box 66937, St. Louis, MO 63166-6937; or contact your local insurance carrier).
7. Notify the Social Security Administration.
8. Notify the Internal Revenue Service and State Income Tax Department.
9. Notify local bank (s) and/or credit union (s).
10. Check safety deposit box and instructions.
11. Have funeral director obtain the number of Death Certificates needed, he or she can advise how many.
12. If previously married, secure divorce papers.
13. If presently married, secure marriage license:
14. If the cause of death is due to a job related injury, the office of Workers' Compensation Programs (OWCP) will pay up to \$1000 burial expenses, minus any amount the VA pays.
15. In the case of death is due to a job related injury, the survivor may also apply for an annuity from the OWCP. He or she can then choose the highest annuity.
16. Notify local post office where employee worked concerning the memorial services.
17. As a surviving spouse you are eligible to continue receiving the NRLCA magazine. Contact your State Secretary to see if the state pays for subscriptions. If they do not, you can mail a check for \$20.00 to the NRLCA to continue receiving the magazine.

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

NORTH CAROLINA AUXILIARY OFFICERS

PRESIDENT

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704-855-2629

SEC./TREAS.

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JUNIOR SPONSOR

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336-427-3675

PAST PRESIDENT

MR. BARRY CORRIHER

445 Corriher Gravel Road
China Grove, NC 28023-9497
704-855-2629



Sue Kelly

Auxiliary News

This year we had a great time at the Ramada Plaza Nags Head Beach in Kill Devil Hills, North Carolina. It was good to see our extended family once again.

Sunday afternoon hospitality was a real treat. The ladies and gentlemen did a fine job with all the healthy food. Later in the evening we had our Memorial service. The lighting of candles in memory of all of our friends that have departed this life was bitter sweet.

Monday morning we had a joint session with the Association and Juniors. L. E. White had the pleasure of announcing Sarah Stewart as the Auxiliary Member of the Year. By the expression on her face Sarah was caught by surprise.

Sarah Stewart let the Group know about all the fun activities that the Juniors would be doing while at the beach this year. A special **thanks to all** for your generous donations so we can continue to have fun activities. We are a family organization so we invite immediate family member's age's 6-19 children of parent/grandparent to come be a part of our activities.

Later on Monday L. E. White called the meeting to order. Carolyn Ward began each session with words of wisdom in devotion. Carolyn also led our group in Pledges and Creeds. All officers were able to attend this meeting. Peggy Simmons reported from the audit committee that the books were in order. A motion was made and seconded to dispense with reading of the minutes since everyone had a copy. Charles Adams read the list of candidates of officers as follows: President L.E. White, Vice President Barry Corriher, Secretary/Treasurer Sue Kelly and (3) Executive Committee members Linwood Smith, Charles Adams and Susanne Reavis.

Again this year on Monday we had the pleasure of spending lunch with family compliments of the Association. "THANKS" Someone once said it's not what you say but the way you say it. So I say thanks to Carl for choosing me to be a part of this extended family with him.

Sarah Stewart and the Juniors joined us for final reports and rewards. They were very excited about the activities while at the beach. Monies from the Walk-a-Thon raised \$728.00. The country Store raised \$455.00. The monies raised for project items were \$365.00. Harriet Lineberger was the winner of \$300.00 given away. Can you believe she did not even tell her husband that she won? The Junior contest total payout was \$245.00 at the convention.

This year the scholarship committee consisted of Edith Knight and Pam Harpe. Winners will be announced at the Fall Booster. This year's Junior contest committee consisted of Peggy Simmons, Susanne Reavis, and Norma Williford. Mrs. Williford announced winners as follows: ages 6-8 1st Zoe Depue, ages 9-11 1st Isaiah Depue, 2nd Madison Hall, 3rd Mallory Sawyer, ages 12-14 1st Laci Philips, 2nd Justin Reavis. The new Junior board members are as follows: President Justin Reavis, Vice President Cody Copeland and Secretary/Treasurer is Tia Solomon. Kay Carter installed the new Junior board.

We had Constitution changes that were voted on and passed. The final election of officers for the Auxiliary were completed as presented on Monday and installed by Kay Carter.

National delegates were elected. A card was signed and mailed to Leanne Essick son, Josh.

State Convention was adjourned.

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 _____
 CITY _____
 STATE _____ ZIP _____
 DISTRICT _____ # _____

CIRCLE ONE

REGULAR RETIRED SUBSTITUTE

MEMBERSHIP

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

August 2012

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

September 2012

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

TIME SENSITIVE MATERIAL

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

