



North Carolina Rural Carrier

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

Volume 35

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ANNOUNCING THE LAUNCH OF OUR NEW WEBSITE WWW.NCRLCA.ORG

Please visit it to see all the latest news.

All District meetings will be posted on the calendar as we learn of them.

We have pictures from Jeanette's Homecoming party up!

This website will be password protected. Only members will be able to see sensitive information. A new password will be created and published in every addition of this newsletter. This month the user name is: NCRural and the password is MarchLion.

We plan to add an email enrollment form in the near future. This is an option if you would like to get an email notice of important breaking news and updates. We promise not to Spam your inbox.

We hope to make the webpage easier to navigate.

This is still a work in progress. We welcome your feedback.



INSIDE THIS ISSUE

National Delegate Timelines

State Convention Information

Homecoming Party Photos

& much more!

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Peach Belt	5	Albemarle	2	Catawba/Lincoln	15
Roanoke Chowan	7	Durham County	12	Sea Level	23
Smokey Mountain	11	Caswell County	14	Tri-County	25
Central Carolina	16	Five County	28	Yadkin River	26
Harnett	32	Orange County	39	Tidewater	52
Mecklenburg	38	Person	41	Wayne	56
Randolph	42	Union	54	Watauga/Avery	57

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Southeastern	8	Alamance	1	Brushy Mountain	3
Cumberland/Hoke	20	Wake	24	Alleghany	4
Cleveland/Gaston	29	French Broad	31	Ashe	6
Guilford	30	Roanoke	44	Burke/Caldwell	9
McDowell/Mt Mitchell	36	Rockingham	46	Foothills	10
Rutherford/Polk	47	Piedmont	50	Johnston	34
Tar River	51				

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Get all the latest news at our website www.NCRLCA.org

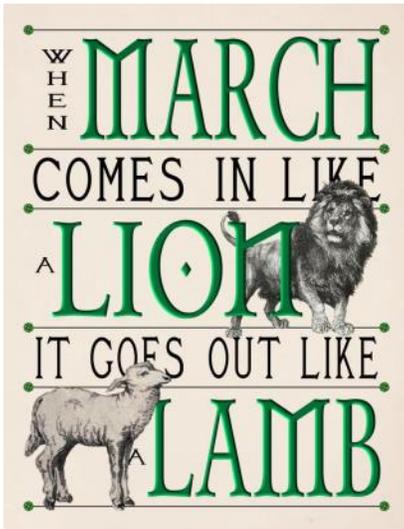
**National
Emergency
Hotline**

**1-888 EMERGNC
(1- 888-363-7462)**

is a toll-free number for USPS employees to use in the event of a facility or weather-related emergency.

In an emergency, the hotline provides employees with information about the status of their facility and special instructions or guidance.

Please keep this phone number for future use.



March roars in like a lion
So fierce,
The wind so cold,
It seems to pierce.
The month rolls on
And Spring draws near,
And March goes out
Like a lamb so dear.

by Lorie Hill

Table of Contents

Auto/Homeowners Insurance	19
Auxiliary News	26
Calendar	27
Chaplain’s Message	5
Contract Negotiations Update	6
District Representatives & Area Stewards	22-25
Constitution Change Form	16
Convention News	10-13
Dues Rates	25
Emergency Hotline Number	3
House Oversight Committee Members	21
Legislative Representative	20
NCRLCA Website	2
Obituaries	6
Officer Assignments	2
PAC	21
President’s Message	4
RAFT	19
RCHBP	9
Resolution Form	17
Retirement	7-8
SAC	25
Safety	7
Spring District Meetings	7
Stamp Trivia	13
State Convention Hotel Info	28

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Late submissions may or may not be printed.

Articles are the opinion of the Author and not necessarily the NCRLCA, the NCRLCA or the Editor.



President
Brenda Gibbs

January Was Busy!

Let me start by saying I hear a lot of carriers talking about **buying back their sub time**. Many things must happen for that to become a reality. Also, you must get involved if you would like that to happen.

We are an independent establishment of the executive branch of the federal government. Because of this **there must be a law created allowing us to buy back our sub time.** Our representatives need to know how long it takes to become a regular carrier and how many years we must work to reach our full 30 years once we become a regular rural carrier.

Some other things to contact them about are: 1) What we **need** to do our jobs safer and/or more effectively and 2) Why it will make us safer and/or more effective.

It begins with us. We must call our representatives and impress upon them the need to write a bill, sponsor or cosponsor one about buying back our sub time. Once that happens the bill will be assigned to a committee to research it. If the committee needs more information, it is sent to a sub-committee. A sub-committee is a group of experts who closely examine the bill and express their opinions before sending it back to the committee for approval. Once it has been released by the committee it is put on the calendar to be voted on, debated or amended. Once it is voted on and passes the House of Representatives it goes to the Senate. It goes through much the same process and if the majority of the senator's vote "yea" it then goes to the President.

The President may: 1- sign the bill and it then becomes law, 2- refuse to sign or veto the bill (It then goes back to the House of Representatives where a two thirds "yea" vote by the House and the Senate will override the President's veto and it becomes law), or 3- do nothing (If Congress is in session it becomes law after 10 days and if Congress is not in session it does not become law.).

As you can tell this is a long process; but we must continue in our efforts and **contact our representatives repeatedly** so that we are not forgotten or overlooked. This is the only way to advance the things we need from them

It finally happened. **Jeanette's Retirement party**, that is. The opportunity to visit with everyone that came to show their respect and love for Jeanette was so much fun. While we had our Carolina crowd, there were just as many from other states and many members of the National Board along with members from APCU and the list goes on. Thank you to Ronnie Stutts and

Dennis Conley for providing and setting up the video of "Jeanette Dwyer through the years". It was shown at the National Convention in August 2018 and it was a huge hit.

A special thank you goes to Doug Byrum, Rick Vickery and Don McAdams for performing. They created the cutest song just for her. I have included part of it for your entertainment also. Thank you to Debbie Neal for the amazing desserts and providing us so many choices, and of course thank you to everyone that came from near and far to share this special time with Jeanette. It was a huge honor for me to emcee Jeanette's Retirement/Coming Home Party. It was worth the wait!

Thank you to all our North Carolina rural carriers who attended SAC. There were over 500 carriers from eight states in attendance. On Sunday morning National Executive Committeemen Shirley Baffa and Patrick Pitts held a separate information session for new carriers. We had the pleasure of listening to Charles Head with APCU and Linda Foran with National General. After a short break we heard from Cameron Deml with the Rural Carrier Benefit Plan, Michael Gan our Legal Counsel and Paul Swartz Director of Governmental Affairs. Sunday afternoon Beverly Turner gave a special presentation and National Rural Letter Carrier President Ronnie Stutts gave the keynote address. Candidates for National Offices were announced and then there was a Q & A with the members of the National Board responding to questions from the carriers. Each speaker was available during the convention to answer any questions we might have or to provide us with information.

Vice President of area operations for the CAP-Metro area, Linda Malone was one of the guest speakers and participated in the Q & A session Monday morning. I have a great deal of respect for her as she has been a guest speaker for the past four years and has participated in our Q & A each of those years. Not just that, but afterwards she meets with carriers one on one listening to their concerns and taking names. The line to talk to her is long and she has continuously done what she told the carriers she would do and keeps coming back.



Some of the lyrics to Jeanette's Song "A Bowl Of Butterbeans".
Written & preformed by Doug Byrum, Rick Vickery & Don McAdams at her Homecoming Party.



Chaplain's Message

**Jesse Ray Farmer Jr.,
Chaplain**

A NEW BEGINNING

Read passage: 2 Corinthians 5:14-21

Therefore, if anyone is in Christ, he is a new creation. The old has passed away; behold, the new has come. (v.17)

Spring is around the corner with the anticipation of warm days and enjoying the newness of life around the farming community in which I live. Along the countryside, I have spent many years watching the farmers preparing the fields, praying for rain and accommodating new members among the farm livestock. Our family will also be welcoming our next grandchild with all the new experiences and growing love that comes with a new baby. How refreshing to see the newness of life!

However, one of the hindrances from enjoying the goodness and blessings we have been given is lingering on our pasts. We may have a difficult time moving forward because we can not see the problems or simply do not know how to take those next steps to change. We are weighed down by fears, guilts and regrets. When we choose the life God has chosen and created for us, we are created into a new person. All of our past mistakes, failures, and inadequacies are wiped clean when we choose this new life. This may seem impossible and involves us having to step out of our comfort zones in faith to experience this change.

Just as a new baby needs sustenance, attentive care and guidance, we are offered instruction from the Holy Spirit through God's word. As we look around our lives at all of the beauty and renewing of life, let us reflect on how we can make changes in our lives to reflect the person God created us to be.

PRAYER: Dear God, we pray that we seek your face for a newness of life. Forgive us of our past sins and doubts. Thank you for your forgiveness and for offering us a new life in you. I John 1:9

Reminder: For any needs of prayer and/or spiritual support, please feel free to contact me on my cell phone. My number is 252-939-6826. You may call or text me. I will get back to you as soon as I can.



Please continue to remember the following:

Brian Hamlett and family in the passing of his wife Angela.

Charles Stewart and family in the passing of his mother.

All others who have losses in their lives unmentioned.

Special Note of Thanks

from Charles & Sarah Stewart

The Power of Prayer

We love our Rural Carrier family and appreciate their love and prayers.

We were so blessed to have them among the hundreds of thousands praying for our little Sadie Rose. She was so critical and in 24 hours she made such rapid improvements. They called the two specialists back in to perform more tests and assess her condition.

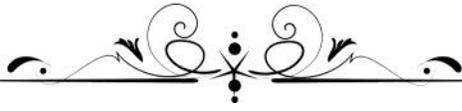
One of the doctors had asked my son several days earlier if he believed in the power of prayer and told him that is what she needed. He told my son that they had received a miracle!

Our family has always believed in prayer, but Sadie's recovery and healing has been by far the most powerful results we have witnessed. She is a bubbly, chubby two month old who had great check-ups with all doctors this past week and was able to get her first immunizations on schedule!

Mrs. Stewart's passing was more sudden than medical professionals expected, but that was a blessing in a sense.

My son came up with the baby and great-grandson and took them for a visit. He wanted Grandma to see the baby & Sawyer. We have beautiful pictures of the four generations together and made some special memories.

I'll be in touch. ~Sarah



Obituaries

Nancy Louise Smith Cole, 81, passed away on Sunday, February 3, 2019.

A Buncombe Co. native, Nancy was the daughter of the late Frank Groce and Wilcy Mae Mathes Smith. She was also preceded in death by her sister, Muriel Brown.

Mrs. Cole worked for many years at the Leicester Elementary School as their secretary. She also served as the State Chaplain for the North Carolina Rural Letter Carriers Auxiliary and was a long-time member and organist at Cedar Hill Freewill Baptist Church.

She is survived by her husband of 61 years, James Cromwell Cole; daughters, Cynthia Cole Todd (Nathan), Mavis Cole Braswell, and Beth Cole Smith; son, Rex Cole (Jackie); grandchildren, Logan, Brody, Rachel, Nolan, Luke, Sean, and Jacob; 5 great-grandchildren, with triplets on the way; and sister, Frankie Davis (Clyde).

Angela Marie Hamlett, 44, of North, Branch, NC went home to be with her Lord and Savior on January 29, 2019, at SOVAH Health in Danville VA., after being in declining health for the past several years.

Angela was born in Danville, VA, on July 13, 1974, a daughter of the late Garland Wayne Vaden and the late Betty Jean Collins. She had lived all of her life in Danville, VA, and Caswell County, NC, where she was a homemaker.

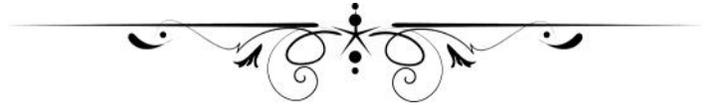
Angela was married to Richard Brian Hamlett on August 17, 2002, who survives.

Angela is survived by her husband and one daughter Alivia Marie Vaden, one son, Anakin Theron Hamlett, one Grandson Hayden Lee Vaden.

She was predeceased by one sister, Lisa Kay Finney and her parents.

A Memorial Visitation for Angela was held on Saturday, February 2, 2019.

In lieu of flowers, the family suggests memorial donations be made to the Boy Scout Troop #372, 230 Old Satterfield Rd., Milton, NC, 27305.



Contract Negotiations Update

Back in December of 2018, you were notified that NRLCA officers have continued their efforts to reach an agreement on the terms of a new collective bargaining agreement with the Postal Service. The parties have held several meetings, the most recent being this past week. The Union has clearly laid out a number of important, substantive proposals that, in its estimation, must be included in any agreement in order to be ratified by the membership. The national board will be meeting this next week to consider what is currently on the table. At that time, we will have a better picture of whether we are heading towards a fair and just negotiated agreement or whether we are looking at the possibility of impasse followed by mediation and/or interest arbitration. There is a lot of mis-information on social media about the status of our contract. Please be advised that the membership will be notified of the final decision by your national board via the NRLCA web site.

*from the NRLCA.org
Published Feb 24, 2019



SAFETY
Scott Deal

**Reduce Your Risk
of a Motor Vehicle
Accident**

Hello all. Even with the winter months behind us, mother-nature doesn't take a break. With that in mind, I wanted to touch on a few current yet constant issues that we face every day in the line of duty.

It is our jobs as carriers to perform our duties in the safest possible manner. If the unforeseen or unfortunate does happen, and an accident takes place, it's our duty to report it to management as soon as possible.

With our accidents numbers on the rise (around half of those reported are not at fault) we must stay vigilant when it comes to our safety and the safety of our co-workers and the communities we serve.

On the motor vehicle side, checking clearance and backing incidents can be a daily challenge. If we must back, then we must back safely. Check by walking behind the vehicle to visually inspect the area before doing so. When in doubt, dismount! Collisions with fixed objects usually fall somewhere around second place for the most common type of vehicle accidents.

Our parking points are something to always consider when we are dismounting. Parking should always be done in authorized/appropriate spaces. Not in no parking/loading zones, next to fire hydrants, or in handicapped spaces, etc.

Stay aware when parking and do your backing before you dismount whenever possible. Sounding your horn while backing accomplishes several things. First, it alerts all around you that you are backing and announces your presence to the customer. Second, it hails the customer to the vehicle so you may not have to dismount and secure the vehicle to make the delivery. Finally, and most importantly, it alerts hazards like dogs/pets of your presence. If the environment becomes unsafe (threatening dog), we do not dismount.

Our jobs and the strenuous nature of parcel delivery and having a personal office that moves anywhere from 5 to 55 mph does indeed take a lot of focus and attention to perform successfully. The goal is to return safely and perhaps one day earn a Million Mile Award. Congratulations to all who have received this prestigious award.

Thank you all for the service you provide and as always.

Be Safe, & WEAR YOUR SEATBELT!



District Spring Business Meetings

Business meetings must be held at least 50 days before the State Convention. This year's deadline is May 4, 2019.

Districts will be electing their District Officers for the 2019-2020 year and electing their delegates to the 2019 State Convention.

All district meetings **must** have a State Officer and the assigned Steward Representative in attendance.

Please make every effort to attend this important meeting in your district.



RETIREMENT
Renee Johnson

**BEFORE
You Retire...**

Whenever I speak with Postal Employees who have made it to the goal line of retirement, I can hear the excitement echoing in their voices. Yes, all of us still tethered to our mail cars will applaud you, however... **there are a few things you need to know before you go.**

- At separation, your access to Postal Ease through the Lite Blue portal will end, and all your information will be gone. (Clifford Dailing addressed this at SAC with the following suggestion.)
- Go into liteblue and access eOPF. In the forms section, at the minimum, you'll want to keep the

(Continued on page 8)

(Continued from page 7)

RTR forms. Print them and keep a file, going all the way back to your hire date. Should you need these for any reason, they'll be waiting at your fingertips.

- (FYI, our National Secretary/Treasurer has already started his file with every single document on the website. It will be reams of paper at the onset, but if you start one now, you'll only have to print off the new pages as they populate the system, making it easier on you in the future.)
- If you do not have computer access, or are unable to access your information, contact HRSSC. Their information is listed below. The file can be mailed to you.
- Look over your information.
- Are there errors?
- Are all the forms actually yours?
- Mistakes can happen. Search through the collection and take steps to change any information that isn't correct *now*. Don't wait until you are ready to retire.

For most of us, it's been a long time since we first applied for benefits, insurance, beneficiaries for life insurance and TSP.

- Have there been changes?
- Have you married, divorced, changed your name for any reason, or suffered through the death of a family member or friend who was listed as a beneficiary?

If so, you may need to fill out another beneficiary designation form. They are available online. You may visit [liteblue](#), scroll to the last item beneath the *I Want To...* tab on the left side, download and print them along with their instructions at home, or you may contact OPM and/or TSP. (see contact information below)

Pay attention to the exact wording on *each form*, especially as to the appropriate place to mail them.

What happens if you do not have a beneficiary form on file?

If you do not have a valid beneficiary form on file, benefits will be paid in the order of precedence as noted on the beneficiary form—check each form for the exact wording that would apply.

Order of Precedence may vary depending on the fund.

Check the order of precedence for each of these funds:

- FEGLI
- CSRS Lump Sum Payment Order of Prece-

dence Upon the Death of a Current Employee

- FERS Lump Sum Payment Order of Precedence Upon the Death of a Current Employee
- Thrift Savings Plan
- Payment of Unpaid Compensation upon the Death of a Federal Employee
- Any and all other

For example, this is the order of precedence from the TSP-3, Thrift Savings Plan Designation of Beneficiary:

1. To your widow or widower.
2. If none, to your child or children equally, and descendants of deceased children by representation.
3. If none, to your parents equally or to the surviving parent.
4. If none, to the appointed executor or administrator of your estate.
5. If none, to your next of kin who is entitled to your estate under the laws of the state in which you resided at the time of your death.

The FEGLI Designation of Benefits form has an **ALL CAPS, RED INKED** caveat at the bottom of its page:

Keep your designation current. Submit a new one if the address of one of your beneficiaries changes, or if your intentions change. (For example: Due to a change in family status such as marriage, divorce, death, birth, etc.)

For further questions, contact HRSSC at:

Human Resources Shared Service Center (HRSSC) mailing address:

USPS HRSSC
Compensation and Benefits
P O Box 970400
Greensboro NC 27497-0400

HRSSC Hours of Operation:

Monday – Friday, 7 a.m. ET – 8:30 p.m. ET

HRSSC 1-877-477-3273

HRSSC (TDD/TTY) 1-866-260-7507

PostalEASE 1-877-477-3273

For TSP:

Thrift Savings Plan
P.O. Box 385021
Birmingham, AL 35238
Or fax to: 1-866-817-5023

If you have questions, call the toll-free ThriftLine at 1-877-968-3778



RCHBP
Elaine Althoff

**A NEW YOU FOR
THE NEW YEAR**

thing as simple as setting a time and place to meet can make a big difference. My friend and I did this and made it a routine to walk the track or walk around Lake Junaluska. We all need that support especially in the beginning. One person may be ready when the other is not and you will meet up and go just because you don't want to let them down and 9 times out of 10 your glad you did it once you're finished.

Maybe you prefer Yoga or Pilates. You can even do a mix of workouts like my son Michael does. He does weights and hot Yoga. By the way I was surprised he liked hot yoga. Yoga may not have been something he would have chosen for himself, but he started yoga for a broken collar bone injury from a accident. Check with your doctor they may be able to give suggestions, that's how Michael was introduced to yoga to keep his shoulder inline and strengthen the muscles around his injury.

Meal planning is key, like Michael he sets aside a day to make his meals ahead for the week. Also, you can do 3 to 4 days of planning meals out if that fits your schedule better. This works better if you're working around sports practice and family schedules. There are many recipes out there for meals you like that are a healthier version with a few changes in the recipe and you're on your way.

Did you know RCBP has a *Wellness Advantage Plan* where you have a dedicated personal coach that will help you design an easy-to-follow personal weight loss plan. To get started today visit www.profileplan.com.careington, or call (877) 373-6069 and sign up using the promo code CAREVIP.

Have you made a New Year resolution as many of us do each year? Whether it be to join a gym, walk more with a friend or to lose a few pounds, we all have to start somewhere.

Before you begin your new routine, **schedule an appointment to get your yearly checkup** and consult your doctor to make sure your heart & body are able to start a new routine safely. Did you know most insurance companies cover a routine physical each year? It's a great way to kick off the new year and the new you!

Plan out or make goal in increments. Where do you see yourself in 2 months, 3 months and 6 months from now? This will help you to keep on track.

Pick a routine that works for you. Remember to start out slow with your new routine. If you're going to the gym, start out lighter on the weights, you're going to be a bit sore the first week since your using your muscles in a different way.

The Buddy system. Get friends or your spouse to join you, this will keep everyone accountable. Some-

Tokay Post Office in Fayetteville had breakfast and a cake for their RCAs on Saturday for Relief Carrier Appreciation Week in February.



OFFICIAL CONVENTION NEWS

Secretary/Treasurer

Vicki Gray



National Convention

Changes To The National Delegate Nomination Timeline

At last year's National Convention a Constitution change was made regarding the timeline for delegates nominations.

The date that nominations are to be received was changed from 40 prior to the state convention to 50 days prior to the convention. That means your nomination must be received **10 days earlier** than before. Your nomination must be received in the PO Box by May 4, 2019 this year. **Do not wait** to send those nominations in.

I will send a postcard to all nominees stating that I have received your name to be placed on the ballot. If you do not get a postcard back from me, then I have not received your nomination.

Again, do not wait to send that in. You can send it now. Instructions and nomination forms are in the National Magazine and on the NRLCA.org website.

National Delegate Election by Secret Ballot

A secret ballot election for the delegates of the North Carolina RLCA to the 2019 NRLCA National Convention will be conducted by mail.

Ballots will be mailed to members between May 15 and May 30, 2019.

Any eligible member who does not receive a ballot or whom spoils a ballot may request a new ballot by contacting the Election Committee Chairperson, Debra Bennett at 910-436-6487. If you request and return another ballot, only the replacement ballot will be counted.

Counting of the National Delegate ballots will take place on Saturday June 22, 2019 beginning at 10:00

AM at the Doubletree by Hilton, Raleigh Brownstone at 1707 Hillsborough Street, Raleigh, NC 27605.

Any candidate or designee may observe the ballot tabulation.

In reporting the results of the election, the candidates shall be placed on a roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates. In case of a tie vote, the tie will be broken with a blind drawing done by the Election Committee.

This year the National Convention will be held in Grapevine, Texas from August 13-16, 2019. The deadline for delegate nominations this year is May 4, 2019. Anything received after that date will be returned to the sender as post office box closed.

Included below are the rules for delegate nomination from the *NRLCA constitution*, Article VI.

Section 2. Delegates

A. Eligibility

2. Only Bargaining Unit Members and Retired Members in good standing may be nominated, elected or seated as delegates. Such "good standing" status shall be the sole prerequisite for determining eligibility or entitlement to service as a delegate or to any payment or benefit, except that a state may establish reasonable rules to ensure attendance at the Convention.

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

B. Nomination

1. Within each state association, nominations for National Delegate shall be submitted by U.S. Mail to a pre-arranged post office box on a nominating ballot or copy. The nominating ballot shall be signed and show the name and address of the member making the nomination, and may include self-nomination. The nominating ballot and instructions shall be posted on the NRLCA website and in all published issues of *The National Rural Letter Carrier* from February – May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. (*This year that day is May 4, 2019.*)

OFFICIAL CONVENTION NEWS

State Convention

The State Convention will be held at Doubletree by Hilton Raleigh Brownstone at 1707 Hillsborough Street, Raleigh, NC 27605 on June 23 thru June 26, 2019 with the business session starting on Monday June 24. Complete address and reservation information for the State Convention can be found on the back page of this issue.

Elections for the positions of President, Vice-President (one year term) and Executive Committeeman (three year term) will be conducted on Wednesday June 26, 2019.

If Elected as a State Officer

If you are elected to the State Board at our State Convention please be aware that you will be required to remain after the conclusion of the State Convention on Wednesday for a Board Meeting. This meeting will take place immediately after the convention. It takes approximately 2 hours. If you are running for office please make arrangements to include this meeting in your plans. **This is a required meeting.**

Included below are the rules for State delegates from the *North Carolina RLCA constitution*, Article VI.

Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.
- B. No delegate shall represent more than one district.
- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

At this year's State Convention, we will have District Managers Russ Gardner from Greensboro and Leslie Johnson-Frick from Mid Carolinas speak to us on Monday morning.

Diane Yost from the Atlanta Postal Credit Union will be there all three days.

We will also have a National Officer as a special guest. We do not know yet who will be assigned to

Candidate Announcements for State Office

The state officer positions to be elected are President, Vice-President, and three year Committeeman. To have your candidacy announcements printed in our newsletter they must be mailed to the editor by **April 15, 2018**.

Announcements will **appear in the NCRC May/June issue**. Any late submissions will not be printed.

All articles are limited to a maximum of **150 words** and will be cut off at that point. They will be printed verbatim with no editing by the editor. In other words you are responsible for all content of your submission.

Carriers currently serving in a management position are not eligible to run for a position in the Union.

our convention. We will let you know in the next edition which National Officer will be visiting us. Whomever it is, they will let us know what is going on nationally with our association.

Delegates will also be voting on constitution changes and resolutions from across the state. One of the constitution changes to be considered will be the realignment of the local districts.

The State Board has organized a committee that has researched and is suggesting changes to our current local districts. These district changes will be brought before the delegates to vote on as a Constitution change.

Do you have an idea to improve our working conditions? Is there something you would like to see in our next contract? Maybe you have a completely new idea.

The way to make any change in our craft/union is through resolutions.

We let our National Board know what we want through the resolutions and the Constitution changes brought before the delegates at the National Convention.

(Continued on page 12)

OFFICIAL CONVENTION NEWS

North Carolina Membership totals on February 20, 2019

* totals will be recalculated & may change prior to convention

New resolutions and Constitution changes presented at the National Convention start their life at local district meetings and State conventions across this country. If you have an idea, let us hear it. Every change we have made as a union started out as a new idea from a member.

Please do not expect the union to just know what you would like to see happen. Take the time to submit a resolution. Included in this issue are the blank forms for you to use (**pages 16 and 17**). They may look complicated to fill out but they are not really. If you do need help, any board member will be glad to help you. Just give one of us a call.

These forms are also used to make changes at the State level.

Let's see your ideas!

Elections of officers to your state board will take place on Wednesday. We are normally finished by noon on Wednesday.

I will have additional details regarding the State Convention in the next issue.

I hope you take the time to attend both your local district meeting and the State Convention.

Blank Resolution and Constitution change forms are included in this issue **on pages 16 and 17**. Please submit Resolution or Constitution changes to me by June 1, 2019.



District	District Name	Members	Delegates
1	ALAMANCE	83	14
2	ALBEMARLE	104	18
3	BRUSHY MOUNTAIN	164	28
4	ALLEGHANY	17	3
5	PEACH BELT	61	11
6	ASHE	35	6
7	ROANOKE-CHOWAN	60	10
8	SOUTHEASTERN	275	46
9	BURKE-CALDWELL	138	23
10	FOOTHILLS	162	27
11	SMOKY MOUNTAIN	132	22
12	DURHAM COUNTY	60	10
14	CASWELL COUNTY	28	5
15	CATAWBA-LINCOLN	162	27
16	CENTRAL CAROLINA	212	36
20	CUMBERLAND-HOKE	156	26
23	SEA LEVEL	184	31
24	WAKE COUNTY	397	67
25	TRI COUNTY	133	23
26	YADKIN RIVER	279	47
28	FIVE COUNTY	133	23
29	CLEVELAND-GASTON	127	22
30	GUILFORD COUNTY	190	32
31	FRENCH BROAD	163	28
32	HARNETT COUNTY	66	11
34	JOHNSTON COUNTY	94	16
36	MCDOWELL-MT MITCHELL	55	10
38	MECKLENBERG	396	66
39	ORANGE COUNTY	71	12
41	PERSON COUNTY	37	7
42	RANDOLPH COUNTY	79	14
44	ROANOKE	47	8
46	ROCKINGHAM	56	10
47	RUTHERFORD-POLK	51	9
50	PIEDMONT	292	49
51	TAR RIVER	158	27
52	TIDEWATER	280	47
54	UNION COUNTY	127	22
56	WAYNE COUNTY	63	11
57	WATAUGA-AVERY	83	14
	North Carolina Total	5410	



Jeanette's Homecoming Party



These are just a few of the photos from Jeanette's party. Please go to the new website (NCRLCA.org) under "Current Events" to see many, many more!

This page, Top: Jeanette & her family. Left to right; her son Andy, grandson Bobby, husband Larry and Jeanette.

Middle: Ralph Dagenhart sends well wishes on the back of a "yellow card".

Bottom: Left Jeanette tries out her new bike from Michael Gann .

Bottom Right: One of a pair of rockers handcrafted in Kentucky; one for Jeanette and one for Larry. Jeanette's has PAC pins from the years she served as our National President imbedded across the top. These were a gift from Kentucky

Opposite page: Guest candid's.





NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2019 State Convention in Raleigh, NC for consideration and appropriate action.

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

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

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

**Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Constitution Committee at the 2019 State Convention**

NRLCA RESOLUTION CHANGE

Check Appropriate Box

Binding

Non-Binding

The following proposed Resolution change is being presented by _____ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2019 State Convention in Raleigh, NC for consideration and appropriate action.

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

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

Identify any Handbooks, Manuals, or Documents (if appropriate) to be amended by:

Name of Document _____

Article _____ Section _____ Paragraph _____

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

**Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Resolutions Committee at the 2019 State Convention**

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

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

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

II. Eligibility for Award

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

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

III. Criteria for Selection

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

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

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

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

IV. Presentation of Award

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

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

V. Other

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

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

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

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

Derek Harpe
781 Baltimore Road
Advance, NC 27006-7817

Brenda Johnson
525 Brown Road
Lillington, NC 27546-8804

Don Ayscue
121 Skinners Road
Hertford, NC 27944-9374

**Nominations are being
accepted at this time
for this award.**



**Auto-Homeowners'
Insurance Rep**
Brian Hamlett

Exclusions

In my last article I gave you a brief overview of liability. This time I've got a brief explanation of exclusions. This is where you may find that using your vehicle for business or delivery is or isn't covered. You will need to read the specific exclusions in your policy.

What is an Exclusions?

Exclusion is an item or risk specifically not covered by an insurance policy or other contract. The exclusions are included in each coverage section of the policy. There will be exclusions for Part A – Liability; Part B – Medical Payments; Part C – Uninsured Motorist, etc.

Here are just a few examples of exclusions (not covered) typically listed in Part A – Liability:

- 🚗 Bodily Injury or property damage caused intentionally by you, the insured, to someone

- 🚗 Property Damage to your own property (remember Property Damage covers other people's property when you are at fault.)
- 🚗 **Bodily Injury or property damage for which the United States Government is held responsible under the Federal Tort Claims Act**
- 🚗 Liability while the vehicle is being used to carry persons or property for compensation or a fee.

Please know that this is for informational purposes and you should refer to your policy for specifics. Each coverage section will have its own list of exclusions.

I would like to take a personal moment here to express my gratitude for the support and love from my friends in this Association during a most difficult time for my family. For those who don't know, I lost my wife Angie to a heart attack in late January. The phone calls, personal visits, and cards from my fellow carriers from across the state have meant so much to me.

I've always loved the family atmosphere of our Association and I'm proud and honored to be a part of it.

RAFT RAFFLE

**You could
WIN \$250!**

Recruit A Friend Today (RAFT)

North Carolina has implemented the "RAFT Recruiter Raffle" as an incentive for our members to continue with their efforts of enlisting new members. We will have a drawing at the end of each quarter. Every quarter the names of all recruiters will be placed in the hat for a chance at winning a \$250 prize.

The next drawing will be on March 31, 2019. This pool of names will be from all the new members recruited during the previous quarter (October 1 - December 31).

New members must still be employed with the rural craft 90 days after their enrollment date. Any member that has separated or moved to another craft within those 90 days is ineligible.

The recruiter will have one chance for each new member they recruit. If they have recruited five new members, then they will have five chances in the drawing of the \$250 prize.

This program will continue throughout the 2018-2019 membership year.

DECEMBER WINNER IS SHIRLEY BRITTAIN!



**Legislative
Representative**
Van Heath,

To Serve in DC Is Expensive

Just this morning I received a very timely email from NC Spin. For those of you not familiar with NC Spin; it is a weekly non-partisan discussion of topics of interest to North Carolinians. It is available across the state on many television and radio stations as well as a podcast.

Anyhow, today’s dispatch included an article on how much it typically costs to run for various offices of government in our state. The numbers were determined by studying the *amount spent (not the amount raised) by winning candidates in races between the year 2000 and 2018.*

How much money it takes to win the governor’s race:

\$20 million.

How much it takes to win a U.S. Senate race:

\$10 million.

What’s interesting here is that the actual cost to the campaign hasn’t changed much in two decades — but the external spending has increased dramatically. The 2014 race between Thom Tillis and incumbent Kay Hagan was the most expensive in U.S. history at that time.

How much it takes to win a U.S. House race:

\$1.5 million.

The other house of Congress costs a lot less since the campaign is limited to a district instead of statewide. For this calculation, they averaged out what winning candidates across the North Carolina delegation spent.

However, there was usually a pretty wide margin between what incumbents in safe seats spent versus what first-time winners in competitive districts spent.

Even the safest incumbent spends around \$500,000, and the highest is often \$3 million or more.

On January 3rd, a new Congress was sworn in. That means all bills introduced in the last two years have to be introduced as new bills to remain active. Any bill that we have been following now has a new number. Old House Resolution 993 is now House Resolution 33. It does not yet have the magical number of cosponsors that makes it have some strength. Currently it has 151 cosponsors.

A bipartisan group of the House of Representatives has cosponsored House Resolution 33, calling on Congress to take all appropriate measures to ensure that the Postal Service remain an independent agency of the federal government and not be subject to privatization.

As of mid-February, no representatives from our state have cosponsored this resolution.

Other Bills of Interest:

1. **H.Res.78** — **116th Congress (2019-2020)** Expressing the sense of the House of Representatives that the United States postal facility network is an asset of significant value and the United States Postal Service should take appropriate measures to maintain, modernize and fully utilize the existing post office network for economic growth.

2. **H.Res.54** — **116th Congress (2019-2020)** 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.

3. **H.Res.60** — **116th Congress (2019-2020)** Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to restore service standards in effect as of July 1, 2012.

4. **H.Res.23** — **116th Congress (2019-2020)** Expressing the sense of the House of Representatives that the United States Postal Service should take all appropriate measures to ensure the continuation of door delivery for all business and residential customers.



<https://www.govtrack.us/>



PAC CHAIR
Steve Rogers

Are You Doing Your Part?

Is the opportunity to get the credit for all of your hard work slipping away? I'm afraid that it is! With the new group of elected officials in office, it is more urgent now than ever before.

Don't say that it's not up to me! Just like with our union, when we stand together we are stronger! If every member would contribute a few dollars from each paycheck we would have more influence with the members of Congress.

I'm talking about a bill on the floor of the house. If it becomes a law, it would allow you to buy your time as a rca back towards your retirement. If this bill fails, it will probably not come up again.

It's been 30 years since Congress voted that benefit out as a law. I was able to buy back my RCA time. I gained \$300.00 more per month on my retirement pay

I was a sub for five years. How about you? I know some that have been subs for even longer than that. You're amount could be even more than mine!.

We have a lot of great prizes that you could win just by donating a few dollars to PAC. There are diamonds, artwork, and even money.

However, perhaps the greatest thing you could win would be a larger retirement check and the security of your job.

Congress could take away every benefit we have with the stroke of the pen. Again, don't leave it up to the rest of the ones who contribute to PAC. You have no excuse!!All you have is the chance to lose!!

Our state convention is coming up in June. We are looking for all those great donated items that we get to auction off. Look for the usual and the unusual. Some one out there that will want it! We have a solid silver Windsor plate (\$1000.00 value) that Glenn Johnson has donated to PAC. We have a nice new television that Brenda Gibbs has donated. It's never too early to start!

Without our fall booster, North Carolina has slipped out of the top three. We can still finish this year strong!

Why not become a sustaining donor? You will receive ten tickets that you will be able to use to enter in the drawing for the incentive gifts. Also, an exclusive shirt that only sustaining donors get.

We will have a drawing for \$500.00 that will be awarded at the state convention. In the last issue of our state paper we listed what our incentive gifts are. There's something for everyone! Why not give to PAC for a chance to receive something back?

PAC works for you!!

Please send PAC Donations to:
Steve Rogers
PO Box 11372
Winston-Salem NC 27116-1372
Phone (336) 414-7642

House Oversight and Reform Members Announced

The official members of the House Committee on Oversight and Reform have been announced, with a ratio of 24 Democrats to 18 Republicans. Heading up the committee is Chairman Elijah E. Cummings (D -MD) along with Ranking Member Jim Jordan (R-OH).

The Democratic side consists of Carolyn Maloney (NY), Eleanor Holmes Norton (DC), Wm. Lacy Clay (MO), Stephen Lynch (MA), Jim Cooper (TN), Gerald Connolly (VA), Raja Krishnamoorthi (IL), Jamie Raskin (MD), Harley Rouda (CA), Katie Hill (CA), Debbie Wasserman Schultz (FL), John Sarbanes (MD), Peter Welch (VT), Jackie Speier (CA), Robin Kelly (IL), Mark DeSaulnier (CA), Brenda Lawrence (MI), Stacey Plaskett (VI), Ro Khanna (CA), Jimmy Gomez (CA), Alexandria Ocasio-Cortez (NY), Ayanna Pressley (MA), and Rashida Tlaib (MI).

On the Republican side are Justin Amash (MI), Paul Gosar (AZ), Virginia Foxx (NC), Thomas Massie (KY), Mark Meadows (NC), Jody Hice (GA), Glenn Grothman (WI), James Comer (KY), Michael Cloud (TX), Bob Gibbs (OH), Clay Higgins (LA), Ralph Norman (SC), Chip Roy (TX), Carol Miller (WV), Mark Green (TN), Kelly Armstrong (ND), and W. Gregory Steube (FL).

*from the NRLCA.org
 Published January 30, 2019

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Ralph Fernandez
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Chris Derrick
704-641-7269

Greensboro

Kim Atwell
757-871-1505
Scott Deal
(828) 234-5593
Andrew “Drew” Prichard
(919) 749-6333

Steward Protocol

(“Who should I call?”)

If you have a local steward, **talk to them first!**

If your office doesn't have a steward, call your Area Steward or your Assistant District Representative.

If you do not know who your assigned steward is, then contact your District Representative. They will be able to tell you who is assigned to your office.

All calls will be returned ASAP.



Mid-Carolinas
District
Representative
Sally Corriher

New District Manager in Mid Carolinas

Leslie Johnson-Frick is the new Acting District Manager for Mid Carolinas. Leslie has been in Mid Carolinas before. She was the Postmaster in Albemarle several years ago and worked at the district office before moving up the postal ladder. The District Manager is just as concerned about late mail and parcels arriving to our local offices as we are. She has made changes and is continuing to work with the plants to get our mail to us in a timely manner. RCA hiring and retention and rural pay issues are also on her list to make changes and improvements. Let's hope that Leslie can improve the working conditions for all of us in Mid Carolinas. Remember the problems did not happen overnight and cannot be repaired overnight, but she is addressing the issues.

New Area Steward

I am pleased to announce the appointment of Chris Derrick as Area Steward. Chris will serve the offices of Belmont, Dallas, Denver, Iron Station, Monroe, Mt. Holly, Waxhaw and Wingate.

RELIEF DAY WORK LIST (RDWL)

The Relief Day Work List will be posted on April 23, 2019 for two weeks. Management will then have a week to post the list with the names of those regular carriers who have signed in order of seniority with an effective date of May 11, 2019, beginning of PP 11. This list will replace all previous relief day work lists.

When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, per Article 8.5 the manager will:

1. Select carriers on the list, in order of seniority on a **rotating basis** to work on their relief day.
2. If the need still exists, management will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work their relief day. Requiring regular rural carriers not on the list to work is by juniority.

3. A regular rural carrier on the list will not be required to work if the carrier has at least one day of annual leave (including an approved X day per option 1—see below) or sick leave adjacent to the relief day.

Per Article 9.2.C.5.f: the regular rural carriers on the relief day work list who work their relief day will select one of the following options:

1. An X day to be immediately scheduled by mutual agreement between the carrier and the manager. The scheduled X day must be taken within the next 12 weeks. PS Form 3971 will be completed for the mutually agreed X day and the scheduled X day will be given the same consideration as approved annual leave.
2. Compensation at 50% of the carrier's daily rate of pay, in addition to receiving an X day within 12 weeks **scheduled by the employer**. (Code 3)
3. Compensation at 150% of the carrier's daily rate of pay. The carrier will not receive an X day (Code 5)

Management must provide three (3) working days' notice to a regular carrier when assigning an X day, except from the beginning of the guarantee year through the designated Christmas period.

If a regular works their relief day and cannot complete the entire route due to illness, the carrier will be compensated 150% of the carrier's hourly rate for the actual hours worked, regardless of the option selected. The carrier receives a J or K as appropriate and a PS Form 2240R will be submitted for the actual hours to be paid at 150%.

Please remember that signing the RDWL does not provide you an entitlement to work your relief day.

Management must still follow Article 30 to provide coverage for a route by utilizing the Matrix, PTFs or qualified leave replacements in the office. A leave replacement may not be borrowed from another office until all available regular rural carriers (on and off the relief day work list) have been assigned to work their relief day.

If a regular rural carrier signs the RDWL, the carrier cannot say **NO** to working their relief day. When you sign the list that means that you are ready and willing to work any relief day needed. You can remove your name from the RDWL at any time. However, if you have been selected to work your relief day prior to removing your name, you must work that scheduled relief day. (Q & A 1999 Analysis)

All regular rural carriers, not on the relief day work list, who work their relief day will receive compensation at 50% of the daily rate of pay and an X day as scheduled by management (Code 3).



Greensboro Assistant District Representative

Gail Naillon

PS Form 4003

The USPS Form That Controls Your Route Evaluation & Your Salary

Over the last couple of months, we have been getting more and more calls from carriers. They have added deliveries to their routes and have updated their edit books. Still, they are not getting the time credited to their route or any adjustment to their evaluation.

If this is happening to you then you should file a grievance immediately. Please do not wait for six months before you do this because it is almost impossible for your steward to go back and recreate when the changes should have taken effect. Especially if you did not keep good notes as to the exact dates the boxes in question should have been added.

After much investigating we are finding that carriers have added these deliveries to their edit book, but have failed to notify management that their PS Form 4003 needs to be updated. The daily upkeep and updating of the edit book is the responsibility of the carrier on the route. **Adding these deliveries to your edit book alone does not get you paid.** Changes to your “bank time” and ultimately to your route evaluation will only happen when management updates the PS Form 4003 and submits it properly. Managers can easily do this using the e4003 program right on their own office computer.

You need to let management know how many deliveries were added and where they were added. If there is any additional mileage, dismounts, collection slots or parcel lockers added as a result of the addition of a CBU or a new street. All of these notations on the PS Form 4003 can factor into the evaluation change.

Once you make your manager aware of these changes, the adjustment should be made as soon as possible, but this should not take longer than **two pay periods**. You should also receive two copies of PS Form 4241-A (Route Book and Carrier copy) showing the adjustment.

If an adjustment is not showing up in that time frame you need to speak with your manager and find out why it isn't showing up. There should be abso-

lutely no reason why management is not doing these updates in the 4003 program. Remember, this is what affects **your pay!**

It takes a full 60-minute change before the evaluation is updated. When you add or subtract two or three deliveries at a time, this does not normally change your evaluation. It will only change the “bank time”. You will receive a updated PS Form 4241-A, but the only change on that form will be at the bottom. It will notate any change in your “bank time” as either a plus or a minus. Adding deliveries and subtracting them will either increase or decrease your “bank time”. Once a full 60 minute or more change is reached, then and only then is the time added to or subtracted from your evaluation and the bank time will then reset to zero.

It is not just the number of new deliveries that can change your evaluation, but everything associated with those new deliveries. Every carrier needs to be aware of the changes their route is experiencing and make sure these changes are both in the edit book and updated on their PS Form 4003.

If you are having issues with getting changes to your route processed when you have properly notified management of those changes, you need to be contacting the steward in your office or assigned to your office. Do not accept the excuse that management is working on it. These adjustments are to be processed in a timely manner. Two pay periods are the maximum amount of time to wait to see if the adjustment has been processed.

Updating your PS form 4003 is not an option for them, it is their job! Don't let management failing to do their job stop you from getting paid for the job you are doing. Remember this is **your pay!**

Tracking 2080/2240 Hours

Many of you may have noticed that management has already starting tracking your 2080/2240 hours. These hours are tracked during the guarantee period which started on October 13, 2018 and will end on October 11, 2019.

In cases where your manager believes that you will exceed 2,080 hours during the guarantee period, you must be advised, in writing and a meeting arranged to discuss the action deemed necessary to assure that your actual hours do not exceed 2,080 (Reference EL 902: Article 9.2.C.7.b.2). This is when you should give management your PS Form 3971 “Request for or Notification of Absence” committing to use annual leave to keep your actual work hours under 2,080.

Some of you may have already been approached by your managers regarding 2080 and 2240 projections. Since there are several solutions to these issues, both management and you should use a common-sense ap-

(Continued on page 25)

(Continued from page 24)

proach to ensure that your work hours do not exceed 2080 or 2240. Remember 2080 hours include all regular work hours, all DACA 3 hours and all other hours except leave hours. Whereas, 2240 hours include all 2080 hours, all DACA 5 hours, all FLSA overtime hours and all Christmas overtime hours.

At **no time** can management require you to take LWOP to stay under 2,080 hours. If they attempt to force you to take LWOP or if they attempt to adjust your route to keep you under 2080 hours, you need to contact your steward or representative assigned to your office immediately.

Remember, never take short cuts and always work safely!

SAC OFFICER
Derek Harpe



SAC CONFERENCE 2019

This year the 2019 SAC Conference in Atlanta, Georgia was very successful. We had an attendance of over 500 people for the third year in a row! Of that 500 plus, 38 were first timers.

If you have never attended a SAC Conference, mark your calendar now. It is held yearly in Atlanta, Georgia on the Sunday after the fourth Saturday in January and continues for half a day on Monday. The last few years there have been special seminars offered on Saturday night. On the fourth Saturday, the day before the SAC Conference, APCU has their annual meeting.

At the beginning of the SAC Conference on Sunday morning there was an inspiring worship service that was led by Gary Wilder of Tennessee.

The conference then began Sunday morning with our general session, hearing from NRLCA Auxiliary President (Cheryl Rodenbeck). Then the conference continued with Atlanta Postal Credit Union (Charles Head), National General Insurance (Linda Foran), Rural Carrier Benefit Plan (Cameron Deml), Legal Counsel for the NRLCA (Michael Gann), Director of Governmental Affairs (Paul Swartz), and Communications and PAC Manager (Jordan Schultz).

NCRLCA Dues for 2018-2019

Regular, PTF...Cash.....	\$700.00
1187...Bi-Weekly.....	\$26.92
Retired.....Cash.....	\$111.00
1187R...Monthly.....	\$9.25
73, RCA, RCR, ARC.....Cash.....	\$233.00
1187.....Bi-Weekly.....	\$8.96

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership forms should be mailed to Vicki Gray, NCRLCA Secretary/Treasurer, 424 Wapiti Dr., Spring Lake, NC 28390.

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

The conference continued Sunday afternoon with the Keynote Address from Ronnie Stutts, the National President of NRLCA. The afternoon continued with a Retirees and Health Benefits Seminar. This was followed by questions & answers and seminars by all of the NRLCA officers that were present.

Sunday evening there was a Retirement Seminar and a RCA Seminar. There was also an informational seminar regarding understanding Social Security.

On Monday morning we had remarks from USPS Area Vice President (Shaun Mossman) of the Southern Area, and USPS Vice President Area Operations CAP-Metro Area (Linda Malone). After remarks from USPS Management, remarks were given by NRLCA Executive Committeemen Dennis Conley, Johnny Miller, and Shirley Baffa. The sessions were followed with a question & answer panel consisting of USPS Managers, NRLCA National Officers and appointed staff.

Attending the SAC Conference is very beneficial in gaining information and spending personal time with our NRLCA officers and staff.

Members are constantly saying that the benefit of coming to SAC is gaining so much knowledge and information in such a short time. If you have never been to SAC, January 2020 would be a great time to come!

Remember to mark your calendar now!
Hope to see you there!

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Auxiliary News

L.E. White

President

Scholarship Time

Hello everyone. I hope everyone is doing fine, with this weather being in or near the seventy's one day and in the thirty's and forty's the next, the flu virus is having a field day.

It is as wet as it can be in my part of the state and it doesn't look to good for the next few weeks. Hopefully it will dry out so we can get in a garden this year.

If you are going to your district meeting and have a child or grand-child graduating or in college be sure to get a scholarship application from your representative there or go on-line to the state home page to print them off.

The state scholarships are due by June 1st and the national scholarships are due by March 1st. All forms can be found on the state or national home page.

When they fill out their scholarships, make sure they include all the required paper work and answer all of the questions. It is a good idea to check them yourself because many are rejected because something is left out. Sometimes they do not put the parents or grandparents name, the state, or district on them. They must be filled out completely.

With the cost of college today, these scholarships can be a big help in furthering their education. Good luck on being selected for one of them.

Also, look at the national newsletter for the junior projects and have your junior complete the project in their age group. The juniors are always happy to receive cash money when they win and it only takes a little time to draw, make a poster, or write an essay depending on what age group they are in. These also have to be turned in by the starting of the state convention.

The auxiliary humanitarian program this year is to be a donor. If you have not done so, consider becoming an organ donor. One person can affect the life of so many when you donate your organs, and you never know if or when you, a family member, or someone you love may need that organ to improve their life.

I hope to see you at the state convention.

Have a safe and happy Easter



APRIL 2019

SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5 <i>Pay Day</i>	6
7	8	9	10	11	12	13 PP-9
14	15 <i>Tax Day</i>	16	17	18	19 <i>Pay Day</i>	20 <i>Passover Begins</i>
21 <i>Easter Sunday</i>	22	23	24	25	26	27 PP-10
28	29	30				



MAY 2019

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3 <i>Pay Day</i>	4 <i>Last Day for Nominations</i>
5	6	7	8	9	10	11 PP-11
12	13	14	15	16	17 <i>Pay Day</i>	18
19	20	21	22	23	24	25 PP-12
26	27	28	29	30	31 <i>Pay Day</i>	



Dates to Remember

- | | | | |
|----------|-----------------------------------|---------|-------------------------------|
| March 10 | Daylight Saving Time Begins | May 27 | Memorial Day |
| March 17 | St. Patrick's Day | June 16 | Father's Day |
| April 15 | Tax Day | June 22 | Ballots Counted |
| April 20 | Passover begins | June 23 | State Convention Meet & Greet |
| April 21 | Easter Sunday | June 24 | Opening Day, State Convention |
| May 4 | Last Day for District Meetings | June 26 | State Convention Ends |
| May 4 | Last day for Delegate Nominations | July 4 | Independence Day |
| May 12 | Mother's Day | | |

OFFICIAL ELECTION NOTICE

Elections for the office of President, Vice-President (one year terms) and Executive Committeeman (3 year term) will be held at the State Convention taking place at the Doubletree by Hilton, Raleigh Brownstone, 1707 Hillsborough Street, Raleigh, NC on Wednesday, June 27, 2018.

A secret ballot election for the delegates of the North Carolina RLCA to the 2019 NRLCA National Convention to be held in Grapevine, Texas from August 13 through August 16, 2019 will be conducted by mail.

Ballots will be mailed to all members on or before May 30, 2019. For more information see page 10.

2019 NC State Convention

June 23 thru 26, 2019

Doubletree by Hilton ~ Raleigh Brownstone
1707 Hillsborough Street, Raleigh, NC 27605

Phone (919) 828-0811 Group code is NCR

Room Rate is \$119.00 + tax ~ Breakfast for 2 is included ~ Free parking for Hotel Guests

Rate is good for Sunday June 23 - Tuesday June 26

Reservations must be made by May 20, 2019

72 hour cancelation policy



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