



# North Carolina Rural Carrier

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

Volume 35

Issue 6

Circulation 5500

Edited in Spring Lake NC

May/June 2019

## Memorial Garden at the Clayton Post Office

After losing our first carrier, Teresa Keeter in 2010, we made a small memorial in the break room. We put this together after Mavis "Sis" Goodwin (Rural Carrier) passed in 2012. Our Postmaster Rebecca Shires wanted to plant a tree that bloomed in remembrance of Sis.

We have since added a bench for Hernandez Fontanilla (rural carrier), a rose bush for Teresa Keeter (RCA), a LLV mailbox for Linda Wheeler (rural carrier), a peach tree for Lee Pompey (rural carrier) and a 1929 mailbox that we are engraving the names on a tag for Alta Lamm (rural carrier), Watson O'Neil (city carrier) and Karl Kaste (rural carrier).

We decorate the garden for most major holidays.

Submitted by Audrey Solomon



## Inside This Issue

*New NRLCA Cell Phone App*

*State Convention Information*

*Second Trip Guidelines*

# North Carolina Rural Letter Carriers' Association

## Officers

### PRESIDENT

#### BRENDA GIBBS

5877 Turner Smith Road  
Browns Summit, NC 27214-9523  
Phone 336-656-0123  
[NCRLCAPresident@gmail.com](mailto:NCRLCAPresident@gmail.com)

### VICE PRESIDENT

#### AUDREY SOLOMON

333 Jeribec Drive  
Willow Spring, NC 27592-8093  
Phone 919-639-0767  
[NCRLCAVP@gmail.com](mailto:NCRLCAVP@gmail.com)

### SECRETARY/TREASURER

#### VICKI GRAY

424 Wapiti Drive  
Spring Lake, NC 28390-1562  
Phone 910-745-8815  
[NCRLCASecTreas@gmail.com](mailto:NCRLCASecTreas@gmail.com)

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

## Executive Committee

### RETIREMENT

#### RENEE JOHNSON

383 Clint Johnson Road  
Wilkesboro, NC 28697-7243  
Phone 336-984-2368  
[NCRLCARetirement@gmail.com](mailto:NCRLCARetirement@gmail.com)

### SAFETY

#### SCOTT DEAL

PO Box 711  
Taylorsville, NC 28681-0711  
Phone 828-234-5593  
[NCRLCASafety@gmail.com](mailto:NCRLCASafety@gmail.com)

### FEHB

#### ELAINE ALTHOFF

71 White Pine Dr  
Waynesville, NC 28786-3151  
Phone 828-456-9352  
[NCRLCAHealth@gmail.com](mailto:NCRLCAHealth@gmail.com)

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				

## Appointed Officers

### CHAPLAIN

#### JESSE RAY FARMER JR

4377 5 Points Rd  
La Grange, NC 28551-8119  
Phone 252-939-6826

### PHOTOGRAPHER

#### ROBERT A GURGANUS

376 Red Fox St  
Shallotte, NC 28470-1813  
Phone 910-269-8364

### AUTO-HOME INS. REP.

#### BRIAN HAMLETT

7668 NC Highway 62 N  
Blanch, NC 27212-9257  
Phone 336-514-7406

### P.A.C. CHAIRMAN

#### STEVE ROGERS

PO Box 11372  
Winston-Salem, NC 27116-1372  
Phone 336- 414-7642  
[NCRLCAPACman@gmail.com](mailto:NCRLCAPACman@gmail.com)

### PROVIDENT GUILD

#### DALE SAIN

6289 Nobby Lail Rd  
Connelly Springs, NC 28612-7425  
Phone 828-461-5057  
[NCProvidentGuild@gmail.com](mailto:NCProvidentGuild@gmail.com)

### LEGISLATIVE REP

#### VAN HEATH

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



Get all the latest news at our website [www.NCRLCA.org](http://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.

## WEBSITE

Please visit [www.NCRLCA.org](http://www.NCRLCA.org) to see all the latest news.

This month the user name is: **NCRural** and the password is **May\*Flowers!**

We are working on adding many new pages of information for you

If there is something you would like to see added to the website please let any member of the State Board know. We welcome your feedback.

We hope to have the site completed soon. Thank you for your patience.

# Table of Contents

<b>Auto/Homeowners Insurance</b>	<b>20</b>
<b>Auxiliary News</b>	<b>30</b>
<b>Calendar</b>	<b>31</b>
<b>Chaplain's Message</b>	<b>5</b>
<b>District Representatives &amp; Area Stewards</b>	<b>25-28</b>
<b>Constitution Change Form</b>	<b>16</b>
<b>Convention News</b>	<b>11-15</b>
<b>Dues Rates</b>	<b>28</b>
<b>EMA Rate</b>	<b>7</b>
<b>Emergency Hotline Number</b>	<b>3</b>
<b>Junior Auxiliary News</b>	<b>29</b>
<b>Legislative Representative</b>	<b>21</b>
<b>NCRLCA Website &amp; Password</b>	<b>2-3</b>
<b>NRLCA New Phone App</b>	<b>10</b>
<b>Obituaries</b>	<b>6-7</b>
<b>Officer Assignments</b>	<b>2</b>
<b>PAC</b>	<b>22</b>
<b>President's Message</b>	<b>4</b>
<b>Provident Guild</b>	<b>24</b>
<b>RAFT</b>	<b>20</b>
<b>RCHBP</b>	<b>9</b>
<b>Resolution Form</b>	<b>17</b>
<b>Retirement</b>	<b>8</b>
<b>Rural Route Digitization Program</b>	<b>10</b>
<b>Safety</b>	<b>7</b>
<b>Stamp Out Hunger Food Drive</b>	<b>6</b>
<b>Stamp Trivia</b>	<b>29</b>
<b>State Convention Hotel Info</b>	<b>32</b>

The *North Carolina Rural Carrier* is published bi-monthly as a benefit to the members of the NCRLCA. It is printed by Commercial Printing of Lincolnton, NC and mailed at standard rate by permit from Vale, NC 28168. Articles and photos must be submitted to the editor by the 10th of the month prior to publication.

Late submissions may or may not be printed.

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



President  
Brenda Gibbs

## Spring Has Finally Arrived

The flowers and trees are in bloom and we have all acquired a new yellow mail vehicle (inside and out). Along with spring comes the winds, rain and storms. Let's all stay safe out there and be aware of changing

weather conditions.

As you read this article our district business meetings have just ended. Elections have taken place at our local districts and we have received the latest news concerning our jobs and the rural carrier craft. We have gained new information about what is available to us as union members and what management is focusing on now. We must decide how much of this information to use for our benefit.

### House of Representatives

District	Name	Party	Phone	Home Office	Phone
1st	Butterfield, G.K.	D	(202) 225-3101	Wilson, NC	(252)237-9816
2nd	Holding, George	R	(202) 225-3032	Raleigh, NC	(919)782-4400
3rd	Jones, Walter B. - Vacancy	R	(202) 225-3415		
4th	Price, David	D	(202) 225-1784	Chapel Hill, NC	(919)967-7924
5th	Foxx, Virginia	R	(202) 225-2071	Boone, NC	(828)265-0240
6th	Walker, Mark	R	(202) 225-3065	Greensboro, NC	(336)333-5005
7th	Rouzer, David	R	(202) 225-2731	Wilmington, NC	(910)395-0202
8th	Hudson, Richard	R	(202) 225-3715	Fayetteville, NC	(910)997-2070
9th	- Vacancy		(202) 225-1976		
10th	McHenry, Patrick	R	(202) 225-2576	Hickory, NC	(828)327-6100
11th	Meadows, Mark	R	(202) 225-6401	Hendersonville, NC	(828)693-5660
12th	Adams, Alma	D	(202) 225-1510	Charlotte, NC	(704)344-9950
13th	Budd, Ted	R	(202) 225-4531	Advance, NC	(336)998-1313

### Senators

Richard Burr	R	Asheville (828)350-2437 Winston Salem (800)685-8916 Rocky Mount (252)977-9522 Wilmington (888)848-1833 Washington, DC (202)224-3154
Thom Tillis	R	Charlotte (704)509-9087 Greenville (252)329-0371 High Point (336)885-0685 Raleigh (919)856-4630 Washington, DC (202)224-6342

Audrey and I are making our final preparations to go to the Legislative Seminar in Washington, DC from May 18-22. Each year the President and Vice President from each state goes to meet with their legislators. We spend Sunday and Monday preparing to meet with them. Tuesday morning we begin our meetings with them according to the schedule we have prepared.

Last year Mitch and I met with three representatives. They were Mark Meadows, Virginia Foxx and Ted Budd. In each of the other meetings we were assigned an aide. A few of them were very knowledgeable, but most were not at all knowledgeable about the Postal Service and what we as rural carriers do.

**We need you to contact your representative ASAP concerning pending legislation.** I have included their contact information below.

Please read Van's article on page 21 for information on the current items before Congress.



## Chaplain's Message

Jesse Ray Farmer Jr.,  
Chaplain

## MAKE TIME FOR WHAT'S IMPORTANT

Read Passage: Luke 10: 38-42

About 6 years ago while adding on a new building to our house in addition to having our roof replaced, I then found myself in the throws of paying for my second daughter's wedding. Through this time I ended up on multiple blood pressure medicines even though I tried to eat healthy, take supplements and work out regularly. The daily stresses of work and family would at times build up, when usually they would just roll off my shoulders.

Some responsibilities may seem trivial by themselves but when added up cause more and more stress to develop.

In the biblical story of sisters Mary and Martha, it is Martha that is busy doing all the work during the Lord's visit. She is worried and upset that Mary is not helping out.

Mary on the other hand is only concerned with spending her time with her Lord and listening to his wisdom. Mary seemed to know how to truly worship him

Which sister are we? Do we become Mary or Martha when the day becomes consumed with activities, deadlines and bills? Most of us want to feel accomplished like Martha. We fill our plates to the brim and have difficulty saying "No" to new responsibilities. This path leads to overwhelming anxieties and feelings of helplessness.

Do we take a few precious minutes a day to prepare our hearts and minds for the demands of the day? Are we giving our time and energy in the right places? Do we pray about our concerns and ask Him to take these fears of disappointment and anxiety away? There will always be a growing list in our day. Make time for what is really important in your life.

**PRAYER:** *Dear Lord, help up to take the time to see the important things you have for us. Please help us to lay our burdens at your feet so we are not consumed with the fears, anxieties and stresses of the day. Amen.*

**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.



## Obituaries

### George Don Hemphill

On the morning of Saturday, March 2, 2019, while surrounded by his family, George Don Hemphill, age 96, went home to be with the Lord.

A native of Rutherford County, Don was born on November 2, 1922 to the late George and Effie Queen Hemphill.

He is preceded in death by fourteen siblings.

Don was the oldest member of Spencer Baptist Church. He retired from the United States Postal Service as a rural letter carrier and was a member of American Legion, Post 56.

Farming was his passion, he loved working in his fields in Montford Cove.

Don was a proud veteran of the United States Army serving in the European Theatre. Don was a Corporal, Infantry, serving with C Co, 2nd Battalion, 2nd Infantry Regiment, 5th Infantry Division, 3rd Army.

He was wounded September 11, 1944 in France. His awards and decorations include the Bronze Star Medal, Purple Heart, Combat Infantryman's Badge, World War II Victory Medal, Good Conduct Medal, European-African-Middle Eastern Campaign Medal with three Service Stars, American Campaign Medal, Honorable Service Lapel Pin, and Expert Marksman Badge.

Don was also awarded the Carnegie Hero Medal later in his life for attempting to save a fellow man's life.

Don is survived by his wife of seventy years, Athala Conner Hemphill; one daughter, Donna Hemphill Robbins (Rodney); one brother, James Britt Hemphill; one grandson, James Robbins (Whitney) and one great-granddaughter on the way.

**Elizabeth 'Biffy' Jordan**, Hendersonville native, proud "Bearcat" graduating class of 1970, a true Southern Belle, a shining example of the good in all people, and a very real gift from God only scratches

*(Continued on page 6)*

(Continued from page 5) Obituaries

the surface in describing Elizabeth "Biffy" Bryson Jordan who passed away March 30, 2019. She could break the hardest known substance with her smile and only the size of her heart was larger. Our world will always be a kinder place because she shared it with us.

After high school, Biffy graduated from Watts School of X-ray Technology in Durham, NC. She began her career as an X-ray Technician and later became an ultra-sonographer instructor at UNC Hospital in Chapel Hill, NC. She served as the first president of the NC Ultrasound Society. While working for a cardiologist in Asheville, declining health led to her retirement in 1994. She enjoyed becoming a full time mother and wife. She volunteered at Fletcher Elementary and as an assistant scout leader with her daughter's troop. She was a proud and devoted dance mom.

Biffy lost her battle of twenty years, her resistance

fierce but cheerful and always with a smile. Now she is made new again in the arms of God. She now begins her travels with heavenly wings replacing a VW bug and close friends. No earthquakes will interrupt a honeymoon dinner in Mexico. Nor will she need to ride a roller coaster with strangers because her husband wouldn't (but really no one was a stranger to Biffy). Her love of chocolate, lots and lots of chocolate, flows forever.

Biffy now lives with her parents, Harry and Lou-Lou Few Bryson; Uncles Charles and Samuel; Great Aunt Angel; Aunt Teal; and a heavenly host of guardian angels.

Those left behind to cherish her existence are her husband, Rusty; daughter, Amanda (the apple of her eye); her sister, Jude; niece, Jenna; nephew, Caelon; cousins, George, Dinky, Jimmy and Bobby Wilkins, and innumerable friends, especially her BFF Harriet.

## STAMP OUT HUNGER FOOD DRIVE



LETTER CARRIERS'  
**FOOD DRIVE**  
SAT., MAY 11, 2019

PUT YOUR NON-PERISHABLE DONATION IN A BAG BY YOUR MAILBOX.  
WE'LL DELIVER IT TO A LOCAL FOOD BANK.

NATIONAL PARTNERS



The NRLCA is partnering once again with the National Association of Letter Carriers (NALC) to take part in **the largest one-day food drive in the country!**

On Saturday, May 11th, postal workers will band together to collect nonperishable food in the fight against hunger. The public is asked to leave their food donation in the collection bags by their mailboxes. The mail carriers will collect these food bags while delivering their routes and bring them back to the post office for distribution to the local food pantries.

Last year 71.6 million pounds of food was collected for people in need across the country. The drive is held in the spring because many school breakfast and lunch programs are about to be suspended for the summer, leaving millions of children the need to find alternative sources of nutrition.

As always, participation in the food drive is strictly voluntary. All rural carriers have a right not to participate unless given a direct order.

If required to participate involuntarily, management must compensate the carrier in some way.

Rural carrier's are encouraged to participate. We urge each of you to consider the good that occurs through this endeavor and hope you will participate if possible.

**\*\* Please send your photos from the 2019 Food Drive to [NCRLCASecTreas@gmail.com](mailto:NCRLCASecTreas@gmail.com) for possible inclusion in the next issue.**



**SAFETY**  
*Scott Deal*

## No Phone Zone

Happy Spring to you all. With this time of year and Spring Fever in the air, it is always important that we keep our guard up for the upcoming season. Especially with the added distractions of warmer weather and more of everything from children to dogs to bees being outside.

On the topic of being alert to your surroundings and with the understanding of when we are at work, managing and limiting distractions is our goal and key to safety. The USPS cell phone policy comes to mind and has been a recent topic of discussion.

Effective February 14, 2019, the Postal Service is revising the *Employee and Labor Relations Manual* (ELM), section 831.332, to include the policy that Postal Service employees must not use a cell phone while driving on duty. The revised text will go on to read, “Drivers must pull off the road to a safe location before using the phone”.

Statistics and science show that it’s dangerous to drive, or walk, or work while talking on a cell phone. The following was taken from a stand-up on the USPS policy about cell phones.

 Do not talk on the phone (or any “personal communication device”), hands-free or hand-held, while driving any vehicle or operating any powered equipment while you’re on the job.

 Cell phones “are not to be used in or on the postal workroom floors” unless you are authorized to do so. Authorized cell phones should be set on vibrate.

 In the office, cell phones are only to be used on non-work time, like lunch or on breaks, and then only in designated areas like lunchrooms, break areas, or locker rooms.

 These restrictions apply whether you’re talking or listening, texting or reading a text.

 Recognizing that it may be difficult to stop incoming messages, calls that are not emergencies should be ended promptly. You can call back later on personal time in non-work areas.

 If you get an emergency call, notify your supervisor that the call is an emergency and request a reasonable period of time to handle it.

Making our vehicle a **NO PHONE ZONE** is a tremendous part in keeping everyone safe. Studies have shown that our mind is still processing the previous phone call for minutes after we have already hung up. Which serves to limit our field of vision, so to speak, which may just end up being that split-second we need to prevent an accident.

Not to be funny when it comes to such a serious issue but keeping the phone out of our hands while we drive will also give us more time to watch out for all the other drivers on the road who are not that disciplined.

I look forward to seeing everyone in Raleigh in June at our State Convention. Thank you all for the service you provide and as always...

**Be Safe, & WEAR YOUR SEATBELT!**

## EMA Decreased to 70 cents

On March 12, 2019, the Bureau of Labor Statistics released the February 2019 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 199.460, a decrease from the November 2018 Index of 206.138. Therefore, based on the February 2019 CPI-W release, the Equipment Maintenance Allowance (EMA) for rural carriers will decrease 2.5¢ to 70.0¢ per mile.

This EMA rate will be effective March 30, 2019

(Pay Period 08-2019).



## RETIREMENT

Renee Johnson

# AFTER You Retire

In my last article, *BEFORE You Retire*, I addressed a few things we all need to know before we retire, especially those things brought to my attention in the retirement seminar at SAC.

That brings me to the post-retirement phase.

Although most of the articles on which we focus have more to do with currently active carriers, this one is dedicated to those preparing to retire, or have already retired. Being informed while active is absolutely necessary, but so is remaining updated post-separation.

To help keep retirees informed, there are several websites you might find useful, and you may want to clip and save this article, or visit the websites and bookmark them for future reference.

In addition to the **National Rural Letter Carriers Association** website: [www.nrlca.org](http://www.nrlca.org), our national source; and our **North Carolina Rural Letter Carriers Association** state chapter site, [www.ncrlca.org](http://www.ncrlca.org), there are a few other websites which can be helpful.

**The Federal Office of Personnel Management** or **OPM**, can be found at [www.opm.gov](http://www.opm.gov). You can use this website to find out about COLAs, report a missing payment, check in on your retirement processing status, update due to changing life events, or even report a death.

**Keeping Posted**, [www.keepingposted.org](http://www.keepingposted.org) has articles on Medicare, tax season, COLAs, etc. It is a great place to find out what is going on post-separation.

**The Social Security Administration** has a website: [www.ssa.gov](http://www.ssa.gov) where you can learn about threats to your social security benefits, spousal benefits, receive fraud alerts, and keep your address updated.

*Did you know that the USPS is the nation's largest employer of veterans?*

Did you know that the USPS is the nation's largest

employer of veterans? If this includes you, check out their website: **Department of Veterans Affairs**, [www.va.gov](http://www.va.gov). Here you can download veteran ID cards, request your military records (DD214), apply for education benefits, refill prescriptions, and more.

Two other websites are listed on our <https://liteblue.usps.gov> site as approved external sources. These are not free sites, both requiring membership. But there's lots of information and benefits on them, so if you are inclined, you can check them out.

The first of these is NARFE, or **National Active and Retired Federal Employee Association**. [www.narfe.org](http://www.narfe.org). This is a place to engage with a legislative voice. They say it best in their mission statement:

### *NARFE's Mission Statement:*

*To support legislation beneficial to current and potential federal annuitants and to oppose legislation contrary to their interests.*

*To promote the general welfare of current and potential federal annuitants by advising them with respect to their rights under retirement laws and regulations.*

*To cooperate with other organizations and associations in furtherance of these objectives.*

The annual membership fee is \$40.00\* currently, according to their website.

**American Association of Retired Persons**, or AARP, is the second of these: [www.aarp.org](http://www.aarp.org). Like NARFE, there are connections for legislative action. There are various discounts for members such as travel, hotel, restaurants, entertainment, shopping, and more. They also sponsor chapters in many cities, giving retirees the opportunity to mingle with like-minded individuals through their volunteer programs and chapter events.

Their current membership fee ranges from \$12-\$14\*, depending on available discounts at the time you may join, the number of years you choose to purchase at one time, etc.

It isn't enough to procure your retirement. Safeguard it by staying up-to-date and informed.

\*These rates are not definitive and are subject to change. They were taken directly from the websites to merely give you a general idea of expense involved with these associations.



**RCHBP**  
*Elaine Althoff*

## **How To Stay Safe In The Sun**

Spring is here and with summer just around the corner. It's time to revisit what comes with the warmer seasons out on our routes.

The changing of the seasons means unpredictable weather. Here in the mountains March began with a warm sunny day requiring only one layer of clothing. I thought, do I have my sun screen? Yes I did, from last year. I still need to check the expiration dates on them. You should as well. Most sunscreens are only good for 3 years from their manufactured date. They also begin to lose their effectiveness once opened or exposed to heat.

I just knew I was going to start my mail carrier tan early but then two days later it was snowing outside. Not sticking down at the lower elevations, but it was in the higher elevations.

Now is a great time to start thinking about warmer weather and the preparations we need to stay healthy and keep our skin protected.

Skin cancer is the most common type of cancer in the United States. Some people are at a higher risk than others, but anyone can get it. Protecting your skin from harmful ultraviolet rays is key. Ultraviolet (UV) rays come from the sun or from indoor tanning lights.

When UV rays reach the skin's inner layer, the skin makes more melanin. Melanin is the pigment that colors the skin. It moves towards the outer layers of the skin and become visible as a tan.

A tan does not indicate good health. A tan is a response to injury. Skin cells signal that they have been hurt by UV rays by producing more pigment, Creating what we call a tan.

People burn or tan depending on their skin type, the time of year, and how long they are exposed to UV rays. UV rays from the sun can damage your skin in as little as 15 minutes.

Follow these recommendations to help protect yourself and your family.

**SHADE** - You can reduce your risk of skin damage by seeking shade under a tree, or other shelter while on your break on the route.

**CLOTHING** - When possible, long-sleeved shirts and long pants can provide protection from UV rays. Clothes made from tightly woven fabric offer the best

protection. Darker colors may offer more protection than lighter colors. I personally have some clothing lines that have built in UV protection and they are light weight.

**HAT** - For the most protection, wear a hat with a brim all the way around that shades your face, ears and the back of your neck. If you wear a baseball cap/sun visor, you should also protect your ears and the back of your neck and scalp by using sunscreen with at least SPF 30.

**SUNGLASSES** - Sunglasses protect your eyes from UV rays and some sunglasses block both UVA and UVB rays these offer the best protection. I wear mine year-round.

**SUNSCREEN** - Use a sunscreen with a sun protection factor (SPF) of 15 or higher, and both UVA and UVB (broad spectrum) protection. Apply 15-30 minutes before going outdoors, even on slightly cloudy or cool days. Don't forget the back of your neck and ears too. Reapply at least every two hours.

I carry both a lotion and a spray in my vehicle. I recommend both because you may not have time on the street, or a place to wash greasy lotion off your hands after applying. Spray and go is quicker and I'm more apt to reapply with the spray, but that's just me. Just make sure you use sunscreen. As mail carriers we are more exposed to the dangers of skin cancer than most.

And one more thing.

**HYDRATE**- Keep yourself hydrated. Make sure you drink plenty of water. As the days get warmer you will need to drink even more water. Staying hydrated is essential for your overall health. It also prevents other heat related injuries such as heat exhaustion or heat stroke.

Happy Spring & Have A Safe Summer!

See you at the State Convention!

Content source: [Division of Cancer Prevention and Control, Centers for Disease Control and Prevention](https://www.cdc.gov/cancer/prevention/)



**Memorial Day  
Remember & Honor**

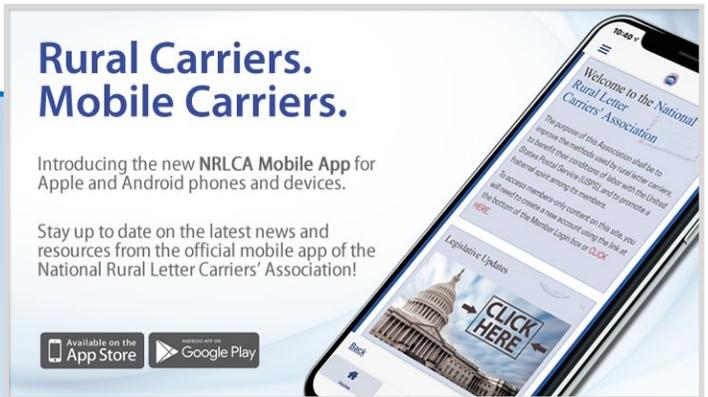
# In Case You Missed It!

## New NRLCA Mobile App

The new NRLCA mobile app is now available for both Apple and Android devices. Go to Apple (App Store) or Google Play and search for NRLCA to download the free official NRLCA mobile app.

If you have a current NRLCA website log-in you will use the same log-in for the mobile app. If you do not have a current website log-in, you can create a log-in through the NRLCA Mobile App.

We highly recommend that you allow for notifications as the NRLCA will be sending out important updates.



## Rural Route Digitization Program

On March 25, 2019, the NRLCA was notified that USPS will begin a 6-week "rural route digitization" program. Starting March 28, 2019, USPS will utilize the GPS "breadcrumb" information collected by the MDD (Scanner) to plot the line of travel for each rural route. The route mileage obtained from this information will be compared to the paid mileage for the route and the official line of travel on PS Form 4003. Rural Carrier work methods will **NOT** be altered in any way by this data collection. However, in anticipation of questions from the field, we have prepared the following Q and A:

1. Q. Will my line of travel be changed due to this breadcrumb data collection? A. Possibly. If the data collection shows that there is a more efficient way to travel your route and make all assigned deliveries, management has always had the right to make changes to your line of travel. Of course, safety concerns such as avoiding left turns, U-turns etc. would have to be considered.
2. Q. Will management change the PS Form 4003 or my paid mileage using data collected from the breadcrumbs? A. The MDD GPS data should not be used to change mileage. An official route remeasurement is the only contractual method of changing the 4003 or the paid mileage on a route.
3. Q. Can management remeasure my route based on information collected by the MDD? A. Yes. Article 30.1.E governs Route Remeasurement. *"Rural Routes shall be remeasured upon request of the rural carrier or when the Employer determines it is necessary. The rural carrier assigned to the route has the right to be present in a non-duty status at the remeasurement."*
4. Q. How will a remeasurement be done? A. The remeasurement can be done using a vehicle equipped with a calibrated odometer. The parties are still in discussion over possible GPS devices we might agree to use for route remeasurement.

We will keep you apprised of any further developments.

Thank you,

Your National Board

\*from the NRLCA.org  
Published March 28, 2019

# OFFICIAL CONVENTION NEWS

## *North Carolina Rural Letter Carriers' Association 2019 State Convention* *Honored Guest Speakers*



### **NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

**DIRECTOR OF STEWARD OPERATIONS**

### **SUSAN T. KNAPP**

Susan Knapp was born in Syracuse New York. One of seven children, she is the only girl. Susan has been married to Gerald Knapp since 1976; they have three children and eight grandchildren. Susan and Gerald live in Middletown NY.

Originally hired by the USPS as an RCR, Susan was appointed to the position of regular rural letter carrier at the Middletown NY Post Office in 1985 where she was first elected as a local steward. She transferred to the New Hampton Post Office in 1988.

Susan has served as a steward for over 30 years and was State Steward for the New York RLCA for 11 of those years.

In 2003, Susan was appointed by the National Rural Letter Carriers' Association as a Grievance Specialist. In that position, Susan handled grievances at the Step 3 level of the grievance process and participated in arbitrations as a technical assistance under the direction of the National Director of Labor Relations.

Susan has served on the National Board since August 8, 2008 and was elected to the position of Director of Steward Operations at the 2018 National Convention in Grand Rapids Michigan.

As a member of the National Board, Susan has been a member of the contract negotiation team for the last three contracts. She is committed to the advancement of the Rural Carrier Craft as well as the safety and well-being of every rural carrier.

### **NATIONAL RURAL LETTER CARRIERS' AUXILIARY**

Past National Officer **Elizabeth Sullivan**

Elizabeth was elected to the Auxiliary National Board in Grapevine, Texas in 2014. She served on the board as the Secretary/Treasurer for two years.

She and her husband Michael, a carrier of 34 years and past president of the South Carolina Rural Letter Carriers, have been married for 42 years. They are from Jefferson, SC and have two children, Jessica and David.

Elizabeth has been active in her state auxiliary for 23 years. She has held all offices at the state level with 14 years as the secretary-treasurer. She is also South Carolina's Junior sponsor.

Elizabeth is a graduate of the University of South Carolina with a Bachelor of Science degree in Business Administration. She is a certified public accountant and has been self-employed for over 30 years.

### **OTHER SPECIAL GUESTS**

**Russ Gardner**, USPS Greensboro District Manager

**Leslie Johnson-Frick**, USPS Mid-Carolinas' District Manager

**Linda Foran**, Rural Carrier Auto & Home Insurance Plan Manger

**Ali Sherrill**, Supervisor, Aetna Health Care

**Diane Yost**, Vice President of Marketing, Atlanta Postal Credit Union

# OFFICIAL CONVENTION NEWS

## 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.

---

## Candidate Announcements

Candidacy announcements had to be received by April 15, 2019. Late submissions were not be printed.

Announcements appear just as they were submitted, with no editing by the editor

All announcement are limited to a maximum of 150 words.

---

Growing up, my father was an Iron Worker so I learned the importance of unions. After a 27 year career in the Army, I started with the USPS as a TRC/RCA. My wife Shari and I became involved in the union early on. I have served as the Vice President and President for the Tidewater District, I am currently the Secretary/Treasure and local steward in New Bern.

If elected to the NC Executive Committee, I see it as an opportunity to help non-members understand the importance of joining the NRLCA. With permission I would set up a booth at local job fairs for RCA/ARC position recruitment. I believe in holding local management accountable to abide by the National contract. I feel communication between members and the Stewards is THE most important factor, supporting State and National leadership to better the craft for all members.

Appreciate your vote, **Jay Schreiber**

# 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.

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.

We will also have other guest speakers throughout the day. We have invited AMS to speak to us regarding our edit books but that still has not been confirmed as I write this.

A free lunch will be provided by the state for all attendees on Monday.

National delegates will be announced on Monday as well.

On Tuesday we will have our National Officer, Director of Steward Operations Susan Knapp as our special guest.

Secretary/Treasurer

*Vicki Gray*



Also on Tuesday, delegates will begin voting on the constitution changes and/or 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 formed a committee that has researched and is suggesting changes to our current local districts. These district changes will be brought before the delegates this year to vote on as a Constitutional change.

### 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.**

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

There will be a presentation from both of our District Representatives and other stewards followed by a Q&A session on Tuesday afternoon.

Tuesday evening we'll have our PAC meal followed by the PAC auction. For those of you that have made a contribution to PAC this the year, the drawings for all PAC prizes will take place at the auction.

Final nominations and officer elections for your state board will take place on Wednesday. We will finish up any other business brought before the convention.

*(Continued on page 14)*

# OFFICIAL CONVENTION NEWS

## North Carolina Membership totals on March 15, 2019

\* totals will be recalculated & may change prior to convention

(Continued from page 13) State  
Convention

Your State board will be sworn in and installed. We usually adjourn by noon Wednesday.

If you have an idea, let us hear it. Included in this issue are blank Resolution and Constitution change forms on pages 16 and 17. Please submit these forms to me by June 1, 2019.

If you need help to complete either one of these forms, any board member will be glad to assist you. Just give one of us a call.

Let's see your ideas!

I hope you take the time to attend the State Convention. I look forward to seeing you in Raleigh!



Some Gave All!  
Remember Them  
This Memorial Day

District	District Name	Members	Delegates
1	ALAMANCE	82	14
2	ALBEMARLE	104	18
3	BRUSHY MOUNTAIN	168	28
4	ALLEGHANY	18	3
5	PEACH BELT	61	11
6	ASHE	34	6
7	ROANOKE-CHOWAN	57	10
8	SOUTHEASTERN	280	47
9	BURKE-CALDWELL	133	23
10	FOOTHILLS	158	27
11	SMOKY MOUNTAIN	135	23
12	DURHAM COUNTY	64	11
14	CASWELL COUNTY	28	5
15	CATAWBA-LINCOLN	161	27
16	CENTRAL CAROLINA	216	36
20	CUMBERLAND-HOKE	164	28
23	SEA LEVEL	188	32
24	WAKE COUNTY	414	69
25	TRI COUNTY	135	23
26	YADKIN RIVER	269	45
28	FIVE COUNTY	133	23
29	CLEVELAND-GASTON	130	22
30	GUILFORD COUNTY	188	32
31	FRENCH BROAD	170	29
32	HARNETT COUNTY	66	11
34	JOHNSTON COUNTY	93	16
36	MCDOWELL-MT MITCHELL	55	10
38	MECKLENBERG	391	66
39	ORANGE COUNTY	71	12
41	PERSON COUNTY	37	7
42	RANDOLPH COUNTY	80	14
44	ROANOKE	48	8
46	ROCKINGHAM	57	10
47	RUTHERFORD-POLK	52	9
50	PIEDMONT	282	47
51	TAR RIVER	159	27
52	TIDEWATER	281	47
54	UNION COUNTY	126	21
56	WAYNE COUNTY	64	11
57	WATAUGA-AVERY	79	14
	<b>North Carolina Total</b>	<b>5431</b>	<b>922</b>

# OFFICIAL CONVENTION NEWS

## IMPORTANT NOTICE

### Changes To The National Delegate Ballot Voting Envelope

This year's return envelope for your delegate secret ballot is not pre-addressed with your information.

**You will need to add your name and return address information to the return ballot envelope.**

This must be legible and match the information on the mailing label of the ballot packet that you received.

**This information is required!** Your label needs to identify **you** as the authorized voter. Leaving this identifying information off the return envelope will result in your ballot being deemed ineligible and therefore not counted.

Do not write anything on the Secret Ballot envelope.

**Please Take The  
Time To Vote!**

## National Convention

This year the National Convention will be held in Grapevine, Texas from August 13-16, 2019.

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 by 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 the 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 the case of a tie vote, the tie will be broken with a blind drawing done by the Election Committee.



# 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**

# National Delegate Ballots



Your ballot will be in your hands very shortly. Ballots will be mailed by May 30, 2019.

Please do not throw it in the trash. Take the few minutes it will take you to open it and vote. These people are going to be representing you. They are your voice. Don't be silent.

Encourage your coworkers to vote too.

The delegates that are selected (by your votes!) will be shaping the future of our union. They will be voting, up or down, for the changes our National Board will seek and fight for in contract negotiations with the United States Post Office.

Every person on that ballot is interested in shaping that future. They are counting on your votes. It is very disheartening to realize that your fellow coworkers do not bother to take the few minutes it would cost them to complete and return that ballot. It is very obvious that most of our members do not bother. North Carolina normally gets back between 10 - 12 percent of the ballots that are mailed out. That is sad. The union spends a lot of time and money to see that every member has the chance to be heard and roughly 88% throw that opportunity away.

Our delegates are using their annual leave and/or LWOP to take the time to attend the National Convention. Yes, they get some money from the union to go, but that allowance does not come close to covering their expenses.

I have also heard it said that this is a vacation paid for by the union. Let me assure you, it is no vacation. Delegates are required to be in attendance for all sessions of the Convention, from Tuesday morning until the adjournment on Friday. That is all day, every day from 8:00 am—5:00 pm, sometimes even later. Delegates are also required to be in Caucus on Thursday evening. Caucus starts at six and often goes until ten or later!

It is definitely not a vacation. It is a lot of work packed into a few days. It can be an exhausting experience; but it is a very rewarding one!

Every person on that ballot wants to be a part of that. They are asking you to give them the opportunity to serve you and our union as a national delegate.



**Your Vote Is Your Voice!**  
**Don't Be Silent!**

## 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*

**Time to Review  
Your Policy**

Safety has always been an important part of being a rural carrier, not only for ourselves but the communities in which we serve. With winter past and spring in high gear it's a good idea to make sure your POV is in good shape. Road salt, cold starts, and snow banks are just a few of the winter wonders that wreak havoc on our vehicles.

It's your responsibility to ensure your POV is in good working condition and meets state inspection standards. If you drive a LLV inspect it and promptly report any problems.

With health and safety being the number one concern, number two is probably liability. An accident caused by neglecting the proper maintenance of your POV could possibly be cause to deny USPS liability coverage under the Tort Claims Act. Then it would fall on you and your private car insurance.

Is your insurance going to cover you if Tort Claims coverage is denied? Ask your insurance agent and if

they say no or don't know what your talking about, give me a call. I'll put you in touch with someone who can help. And don't let them try to sell you a commercial policy. You **do not** need commercial insurance as a rural carrier.

On another note, spring rapidly approaches and many of us are getting in "Spring Cleaning" mood. This is a perfect opportunity to make ensure your home is properly insured. You do not want to find out you're underinsured when it is time to make a claim.

Contact your agent and review your homeowner's policy. Since home values generally increase over time, your homeowners insurance policy should be changed as well. A thorough inventory of the contents of your home can be invaluable in the event of a fire or break in. Write down the name and model of your things, like electronics, appliances, and furniture. A walk through your house with a video camera can be helpful as well.

I hope you are making preparations to join us this year in Raleigh for our State Convention in June. Linda Foran, administrator for the NCRLCA Insurance Marketplace and a licensed agent will be attending our convention again this year on Tuesday and Wednesday, June 25 & 26. She will answer any questions you may have.

Information will be available on the NRLCA Insurance Marketplace should you need it.

Hope to see you there!

**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 June 30, 2019. This pool of names will be from all the new members recruited during the previous quarter (January 1 - March 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.**

**MARCH WINNER IS KAREN WHITING!**



**Legislative  
Representative**  
*Van Heath,*

## A Lot Changes In A Month

If you agree that these resolutions are helpful to the Postal Service and therefore helpful to us, write or call your member of Congress and ask that they Co-Sponsor any or all of these Resolutions. As few as ten letters or phone calls can frequently make a difference in the action your member of Congress takes on any item before them.

In the March-April issue of our North Carolina Rural Carrier we read about the new website that our State Board is working on. One of the new pages that will be on that site is a Legislative page. The first thing on that page is contact information for all thirteen North Carolina members of Congress and both Senators.

This includes the address for Washington DC as well as all offices in-state. Senator Burr had a message on his site that I have relayed to you many times over the

**Note from Senator Burr’s Website**

Due to heightened security concerns in the U.S. Capitol, all mail sent to my Senate office in Washington, DC may be significantly delayed by security screening procedures.

years.

This warning holds true for every member of Congress both in the House and in the Senate. Here in our state; depending on where you live, your member may have an office in your city or within an hour of your home. If you need a callback you stand a much greater chance of getting that callback from an in-state office.

While many of you have heard me describe our Congress as dysfunctional, there is still valuable work getting done. Take part in your government and make it work for all of us.

Thank you and I look forward to seeing many of you at the State Convention in Raleigh.

In my last article I told you that House Resolution 33, that called for the Postal Service to remain an independent agency of the United States Government not subject to Privatization, only had 151 co-sponsors. As I write this article; H. Res. 33 has 221 co-sponsors.

Just to do a roll call of other resolutions worthy of our attention:

**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.

(No change, 0 Co-sponsors)

**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.

(206 Co-sponsors, Increase of 8, Need 218)

**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.

(135 Co-sponsors, Increase of 3)

**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.

(152 Co-Sponsors, increase of 10)



**PAC CHAIR**  
*Steve Rogers*

## Sink or Swim?

Sink or swim? Which will you do?

This is a most tumultuous time for the postal service! There are multiple bills on the floor of Congress, that could truly make our jobs even harder!

There is a bill proposed that will allow FedEx and UPS to use our mail boxes. If passed, that means if they get there before you, and you have a package that will fit in the box, you will have to take your package to the door.

The way parcels have increased, you will spend a lot of time going to the door. FedEx and UPS have spent a lot of money lobbying Congress to get this passed.

There's also a bill that would prevent the post office from ever becoming a private industry. There are people lobbying Congress to vote this down. They are spending millions to make this bill fail.

We have the chance to get a bill passed that will let you buy your RCA time back to count towards your retirement. We cannot get Congress to vote our way without your donations. We need to protect our future.

With the swipe of a pen, Congress can dramatically change your life!! Depending on how these votes go, we may sink or we may float.

I encourage you to contact your representatives.

The best way to influence their vote is with your money. I hate to say that. However that's the way the system works. Let us all put our money to work for our future. Is your job not worth **A \$1.00. A Day?**

Only 8% of our members donated last year. What does that tell me? There are more people that don't care about their jobs, than the number of members that do!!

In the past when you donated to PAC, all you got was the satisfaction that you did your part. Now with each donation you make to our North Carolina PAC, you have the chance to win over \$6000.00 in prizes, as well as knowing that you had a hand in saving your future!

If you have never given to PAC, please do your part, before it is too late! Another option is to become a sustaining donor. You will be have a chance to win over \$6500.00 in cash and prizes.

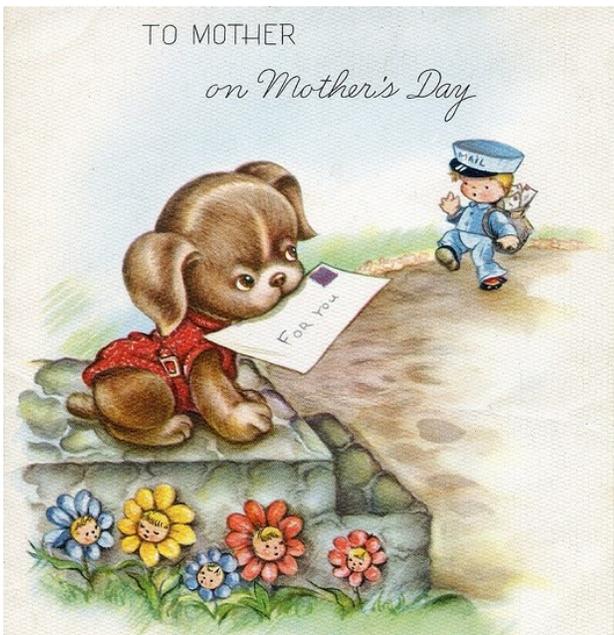
Prize winners will be announced at our State Convention in Raleigh.

Lets protect our future and the future of the carriers still to come.

Our state convention is coming up soon. We are looking for donations for our auction from everyone. We will except just about anything. If you are not going and you have something to donate please let me know. We will find someone to pick it up.

We can truly make a difference, if we all try!!  
**PAC works for you!!**

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



HAPPY  
 Mother's  
 Day

# PAC DONOR LIST

As of May 1, 2019

## **CAPITOL SAPPHIRE LEVEL \$3000+**

Rogers, Stephen

## **SAPPHIRE LEVEL \$2000-\$2999**

Southern, Larry Roger

## **DIAMOND LEVEL \$1000-\$1999**

Caudle, Danny  
Harpe, Derek  
Prevatte, Brenda

## **RUBY LEVEL \$500-\$999**

Cook, Heather  
Corriher, Sally  
Deal, Scott  
Gibbs, Brenda

## **CONTRIBUTOR LEVEL \$1-\$499**

Alston, Shirley  
Althoff, Elaine  
Arsenault, Bonnie  
Athey, Jayne  
Bailey, William  
Barton, Susan  
Beheler, Cynthia  
Bennett, Debra  
Black, Robert  
Bland, Linda  
Blankenship, Christopher  
Boone, Diane  
Bowen, Ronald  
Bradshaw, Susan  
Bradsher, Barbara  
Bright, Stacy  
Britt, Celeste

## **CONTRIBUTOR LEVEL \$1-\$499 (Continued)**

Buchanan, Susan  
Byrum, Doug  
Canada, Dale  
Casteen, Michael Paul  
Caudle, Michael  
Closson, Linda Ann  
Collins, Betty  
Conley, Dennis  
Crutchfield, John  
DeMurray, Sandra  
Egan, Shelby  
Essick, Jeff  
Farmer, Jesse Ray  
Flowers, Tia  
Fornes, Jamie  
Foster, James  
Freeman, Brenda  
Fulwood, Phillip  
George, Pamela  
Glass, Claire  
Gray, Vicki  
Greer, Tracy  
Gurganus, Robert  
Hardy, William  
Hazelwood, Cassie  
Heath, Bonnie  
Heath, Van  
Huffines, Jerry  
Huffines, Terry  
Hunsucker, David  
Inman, Robert  
Jensen, Eileen  
Johnson, Bonnie  
Johnson, Renee  
Jones, Judith  
Kelly, Carl  
Kenny-Futch, Kelly  
Kirk, Harry  
Kline, Georgia  
Knight, Janet  
Laney, Christine  
Laws, Gwendolyn  
Lea, Thelma  
Lewis, Traci

## **CONTRIBUTOR LEVEL \$1-\$499 (Continued)**

Liverman, Melissa  
Manning, Brook  
McKendree, Mark  
Moore, Henry Elton  
Morrison, James  
Neal, Deborah  
O'Neal, G. Mike  
Parker, Donna  
Pauley, Mirian  
Ranker, Kim  
Rasnick, David  
Reaves, Cecil  
Reavis, Ellen  
Reece, Mitchell  
Rush, Sharon  
Sain, Crystal  
Salmon, Stephen D.  
Schreiber, Jay  
Sears, Rhonda  
Simmons, James  
Smith, Shanna  
Smyre, Cassia R.  
Snypes, Alan  
Solomon, Audrey  
Souther, Tammy  
Stafford, Ricky  
Stanko, Baric  
Stewart, Kevin  
Stone, Natasha  
Stow, Joshua  
Swicegood, Casey  
Taylor, Julie  
Trivette, Nella  
Wagoner, Doretha  
Waisner, Sara  
White, Brenda  
Wilson, Sandra  
Wolbert, Jonathan  
Young, Arthur

*Thank you to **All** that  
have donated to **PAC!***



Provident Guild  
*Dale Sain*

I want to thank my fellow carriers in North Carolina for their support of The Provident Guild these last few years.

I have been blessed to finish second and third the last two years in the number of new members at the national level.

Once again, if I sign up new members at the state convention I will have a drawing on Wednesday and the winner gets their first year of membership free.

See you in Raleigh in June.

# 25 Documents You Need

Here is the list again of the 25 documents to have prepared to have your affairs in order.

1. Marriage license
2. Divorce papers
3. Personal and family medical history
4. Durable health care power of attorney
5. Authorization to release health care information
6. Living will
7. Do-not-resuscitate order
8. Housing, land, and cemetery deeds
9. Escrow mortgage amounts

10. Proof of loans made and debts owed
11. Vehicle titles
12. Stock certificates, savings bonds, and brokerage accounts
13. Partnership and corporate operating agreements
14. Tax returns
15. Life insurance policies
16. IRAs
17. 401(k) accounts
18. Pension documents
19. Annuity contracts
20. List of bank accounts
21. List of user names and passwords
22. List of safe deposit boxes
23. Will
24. Letter of instruction
25. Trust documents

**The 25 Documents You Need Before You Die**

Design Your Death Dossier Soon—or You Could Be Setting Up Your Heirs for Frustration and Financial Pain

- Marriage license
- Divorce papers

Marriage and Divorce

- Life insurance policies
- Individual retirement accounts
- 401(k) accounts
- Pension documents
- Annuity contracts

Life Insurance and Retirement

- Personal and family medical history
- Durable health-care power of attorney
- Authorization to release health-care information
- Living will
- Do-not-resuscitate order

Health-Care Confidential

- List of bank accounts
- List of all user names and passwords
- List of safe-deposit boxes

Bank Accounts

- Housing, land and cemetery deeds
- Escrow mortgage accounts
- Proof of loans made and debts owed
- Vehicle titles
- Stock certificates, savings bonds and brokerage accounts
- Partnership and corporate operating agreements
- Tax returns

Proof of Ownership

- Will
- Letter of instruction
- Trust documents

The Essentials

**PLUS**  
**26. Provident Guild Death Benefit Fund**

# North Carolina District Representatives

## Mid-Carolinas

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

## Greensboro

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

## Assistant District Representatives

### Mid-Carolinas

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

### Greensboro

**Bryan W. Hudgins**  
PO Box 26  
Eure, NC 27935-0021  
252-357-2406  
[Bryan.Hudgins@nrlca.org](mailto:Bryan.Hudgins@nrlca.org)

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

**Gail Naillon**  
PO Box 12  
Roxboro, NC 27573  
336-455-3973  
[gail.naillon@nrlca.org](mailto:gail.naillon@nrlca.org)

**Kelly Kenny Futch**  
PO Box 146  
Holly Ridge NC 28445  
(910) -818- 4843  
[Kelly.Futch@nrlca.org](mailto:Kelly.Futch@nrlca.org)

**Daniel Caudle**  
PO Box 309  
Pfafftown, NC 27040-0309  
336-580-0089  
[Daniel.Caudle2@nrlca.org](mailto:Daniel.Caudle2@nrlca.org)

## Area Stewards

### Mid-Carolinas

**Brenda Prevatte**  
910-738-8424  
**Ralph Fernandez**  
321-278-9479  
**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*

## Are You Really Making A Second Trip?

Seconds trips continue to be a major concern to rural carriers. We are hearing rural carriers are making second and third trips on a daily basis. A second trip can be made when First Class, Priority or Express mail arrives at the office **after** the carrier has left for the street.

Second trips are paid based on the miles traveled to deliver the second trip mail. Multiply those miles by two minutes to get the total minutes of time you are to

be paid for the second trips.

If you have loading time for any mail pieces, this is **actual** time that is then added to the total second trip time.

Rural carriers driving POVs receive extra EMA for second trips.

Carriers are being required to make extra trips that **do not qualify** as second trips.

Management is short staffed and is unable to work all the mail that is in the building before the rural carriers leave for the street. Sometimes management says go ahead and leave for the street and when you return you can do a second trip for this mail.

This is not a second trip under the Pre-Arb describing a second trip.

It is the Union's position that those trips would be actual time at the time and half rate for the trip, loading time, and EMA if driving a POV.

Please contact your steward if you are making these types of "second trips".

### Office assignments for Area Stewards:

#### Ralph Fernandez

321-278-9479

Aberdeen	28315
Bunnlevel	28323
Cameron	28326
Ellerbe	28338
Hoffman/Marston	28363
Pinebluff	28373
Raeford	28376
Spring Lake	28390
Wagram	28396

#### Chris Derrick

704-641-7269

Belmont	28012
Dallas	28034
Denver	28037
Iron Station	28080
Monroe	28110
Mt Holly	28120
Waxhaw	28173
Wingate	28174

#### Brenda Prevatte

910-738-8424

Bladenboro	28320
Lumberton	28358
Fairmont	28340
Faison	28341
Fayetteville/Lafayette	28304
Laurinburg	28352
Linden	28356
Maxton	28364
Mount Olive	28365
Red Springs	28377
Rockingham	28379
Roseboro	28382
Rowland	28383
St. Paul's	28384
Wadesboro	28170



**Greensboro  
District  
Representative**

*Jeff Essick*

# Leave and Attendance

## The Employee Labor Relations Manual (ELM)

### Section 510 LEAVE:

**511.1 Administration Policy:** The Postal Service policy is to administer the leave program on an equitable basis for all employees, considering (a) the needs of the Postal Service and (b) the welfare of the individual employee.

**511.23 Postal Employees:** a. Request leave by completing PS Form 3971, Request for or Notification of Absence. b. Obtain approval of PS Form 3971 before taking leave — except in cases of emergencies.

**511.41 Definition:** Unscheduled absences are any absences from work that are not requested and approved in advance.

**511.42 Management Responsibilities:** To control unscheduled absences, postal officials: a. Inform employees of leave regulations. b. Discuss attendance records with individual employees when warranted. c. Maintain and review PS Form 3972, Absence Analysis, and PS Form 3971.

**511.43 Employee Responsibilities:** Employees are expected to maintain their assigned schedule and must make every effort to avoid unscheduled absences. In addition, employees must provide acceptable evidence for absences when required.

### 512 ANNUAL LEAVE

**512.11 Purpose:** Annual leave is provided to employees for rest, for recreation, and for personal and emergency purposes.

#### **512.4 Authorizing Annual Leave;**

**512.41 Requests for Annual Leave; 512.411 General:** Except for emergencies, annual leave for all employees except postmasters must be requested on PS Form 3971 and approved in advance by the appropriate supervisor. Leave requests from rural carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement.

**512.412 Emergencies:** An exception to the advance approval requirement is made for emergencies; how-

ever, in these situations, the employee must notify appropriate postal authorities of the emergency and the expected duration of the absence as soon as possible.

Supervisors approve or disapprove the leave request. When the request is disapproved, the absence may be recorded as LWOP or absent without leave (AWOL) at the discretion of the supervisor as outlined in 512.422.

**512.422 Approval or Disapproval:** The supervisor is responsible for approving or disapproving the request for annual leave by signing PS Form 3971, a copy of which is given to the employee. If a supervisor does not approve a request for leave, the Disapproved block on PS Form 3971 is checked and the reasons given in writing in the space provided. When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reasons for disapproval. AWOL determinations must be similarly noted.

### **512.6 Vacation Planning and Special Programs;**

**512.61 Bargaining Unit Employees:** Vacation Planning for these employees, leave is subject to specific vacation planning provisions of applicable collective bargaining agreements. Note also: a. For all regular employees, both full-time and part-time, vacation leave is granted when requested to the extent practicable. b. For part-time flexible employees, vacation planning is limited to accumulated and accrued leave.

### 513 SICK LEAVE

**513.1 Purpose; 513.11 Sick Leave for Employee Incapacitation:** Sick leave insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy and confinement, and medical (including dental or optical) examination or treatment.

**513.12 Sick Leave for Dependent Care:** A limited amount of sick leave may also be used to provide for the medical needs of a family member. Non-bargaining unit employees, and bargaining unit employees if provided in their national agreements, are allowed to take up to 80 hours of their accrued sick leave per leave year to give care or otherwise attend to a family member (as defined in 515.2(a), 515.2(b), and 515.2(c) with an illness, injury, or other condition that, if an employee had such a condition, would justify the use of sick leave. If leave for dependent care is approved, but the employee has already used the maximum 80 hours of sick leave allowable, the difference is charged to annual leave or to LWOP at the employee's option. (See 515 for information about FMLA entitlement to be absent from work.)

**513.33 Requests for Sick Leave; 513.331 General:** Except for unexpected illness or injury situations, sick leave must be requested on PS Form 3971 and ap-

*(Continued on page 28)*

(Continued from page 27)

proved in advance by the appropriate supervisor

**513.342 Approval or Disapproval:** The supervisor is responsible for approving or disapproving requests for sick leave by signing PS Form 3971, a copy of which is given to the employee. If a supervisor does not approve a request for leave as submitted, the Disapproved block on the PS Form 3971 is checked and the reason(s) given, in writing, in the space provided. When a request is disapproved, the granting of any alternate type of leave, if any, must be noted along with the reason for the disapproval. AWOL determinations must be similarly noted

**513.36 Sick Leave Documentation Requirements;**

**513.361 Three Days or Less:** For periods of absence of 3 days or less, supervisors may accept the employee’s statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave (see 513.39) or when the supervisor deems documentation desirable for the protection of the interests of the Postal Service. Substantiation of the family relationship must be provided if requested.

**513.362 Over Three Days:** For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work or of need to care for a family member and, if requested, substantiation of the family relationship.

**513.363 Extended Periods:** Employees who are on sick leave for extended periods are required to submit at appropriate intervals, but not more frequently than once every 30 days, satisfactory evidence of continued incapacity for work or need to care for a family member unless some responsible supervisor has knowledge of the employee’s continuing situation.

**513.364 Medical Documentation or Other Acceptable Evidence:** When employees are required to submit medical documentation, such documentation should be furnished by the employee’s attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee’s illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as “under my care” or “received treatment” are not acceptable evidence of incapacitation to perform duties.

Supervisors may accept substantiation other than medical documentation if they believe it supports ap-

proval of the sick leave request.

**513.365 Failure to Furnish Required Documentation:** If acceptable substantiation of incapacitation is not furnished, the absence may be charged to AL, LWOP or AWOL.

**665.4 ATTENDANCE:**

**665.41 Requirement of Regular Attendance:** Employees are required to be regular in attendance. Failure to be regular in attendance may result in disciplinary action, including removal from the Postal service.

**665.42 Absence Without Permission:** Employees who fail to report for duty on scheduled days, including Saturdays, Sundays, and holidays, are considered absent without leave except in cases where actual emergencies prevent them from obtaining permission in advance. In emergencies, the supervisor or proper official must be notified of the inability to report as soon as possible. Satisfactory evidence of the emergency must be furnished later. An employee who is absent without permission or who fails to provide satisfactory evidence that an actual emergency existed will be placed in a non-pay status for the period of such absence. The absence may be the basis for disciplinary action.

**665.43 Tardiness:** Any employee failing to report at his or her scheduled time in installations where time recorders are not used is considered tardy. Tardiness in installations equipped with time recorders is defined as any deviation from schedule.

**Note: For more information, the ELM can be found at: [NRLCA.org](http://NRLCA.org); Departments; Steward Operations; USPS Handbooks and Manuals.**

**NCRLCA Dues for 2018-2019**

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

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.

# Let's Have Some Fun!

This year at the 2019 State Convention we will be in Raleigh, North Carolina. I want to invite you to bring your kids with you. Your child or grandchild can participate in all the fun activities throughout the day with the juniors. We will be going to Adventure Landing one day this year, along with a museum trip and other fun activities. I am so looking forward to it!

I also want to remind you of the Junior contest. It is open to all age groups (6-20) and includes a category for special needs children. Please have fun and enter.

## JUNIOR CONTESTS:

- ♥ **Age 6-7** Design a Poster, "Who helps me?"
- ♥ **Age 8-9** Design a Poster, "How do I help my family?"
- ♥ **Age 10-11** Design a Poster, "Who do I help?"
- ♥ **Age 12-14** Design a Poster, "What will I do to help others?"
- ♥ **Age 15-17** Write an Essay, "How do animals assist humans?"
- ♥ **Age 18-20** Write an Essay, "What I Can Do to Make Our World Better?"
- ♥ **Special Needs Juniors Ages 6-20** Design a Poster, "Helping Someone"

## Junior Auxiliary

Lily Gray  
President



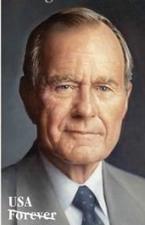
All essays and posters must be on or attached to a letter-size manila folder. You must be able to fold the folder.

Each essay and poster must have the following information legibly written on the back: Name, address, date of birth and age as of August 1, 2019, name of the parent or grandparent, and the state in which dues are paid. Entries with incorrect or incomplete information will be disqualified.

Entries are judged on originality, neatness, grammar, and spelling.



George H.W. Bush



## PRESIDENT GEORGE H.W. BUSH STAMP

The US Postal Service has announced the creation of a new forever stamp honoring President George H.W. Bush, who died late last year.

The commemorative Forever stamp featuring Bush will be issued on his birthday, June 12. A first-day-of-issue ceremony will be held that day at the George H.W. Bush Presidential Library and Museum in College Station, Texas.

Bush died in Houston on Nov. 30 at the age of 94. The nation's 41st president served from 1989 to 1993. The USPS statement called the 41st President an "advocate for public service" and said he "guided the United States through the end of the Cold War and drove the creation of a multinational coalition that successfully forced Iraq to withdraw from Kuwait in the Persian Gulf War."

Bush, who was a World War II hero, also served as Texas congressman, CIA director and as Ronald Reagan's vice president.

The stamp features a portrait of Bush painted by the artist Michael J. Deas. It is based on a 1997 photograph taken by Timothy Greenfield-Sanders.

## NORTH CAROLINA AUXILIARY OFFICERS

### **PRESIDENT**

**L.E. WHITE**  
1336 Schoolhouse Road  
Elizabeth City, NC 27909-9596  
252-771-8180  
[LEWhite1951@roadrunner.com](mailto:LEWhite1951@roadrunner.com)

### **VICE PRESIDENT**

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

### **SECRETARY/TREASURER**

**SUE KELLY**  
4701 Main St.  
Linden NC 28356  
910-980-0820 or 910-890-2804

### **EXECUTIVE COMMITTEE**

**CAROLYN WARD**  
3951 Virginia Road  
Tyner, NC 297804  
252-221-4683

### **PEGGY SIMMONS**

5418 Seven Creeks Hwy  
Nakina, NC 28455  
910-770-3534

### **SUSANNE REAVIS**

345 Harvey's Lane  
Traphill, NC 28685  
336-957-2004

### **CHAPLAIN**

**NORMA WILLIFORD**  
511 Old Goldsboro Road  
Newton Grove, NC 28366-7759  
Phone 910-594-0433

### **PROVIDENT GUILD**

Volunteer Needed

### **JUNIOR SPONSOR**

Volunteer Needed

## **JUNIOR OFFICERS**

### **PRESIDENT**

**LILY GRAY**  
424 Wapiti Dr  
Spring Lake, NC 28390

### **VICE PRESIDENT**

**BLAYNE COPELAND**  
106 Dogwood Lane  
Camden, NC 27921-7668

### **SECRETARY/TREASURER**

**BOBBY DWYER**  
305 W Oak St  
Lake Waccamaw, NC 28450

### **CHAPLAIN**

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

## **It's Convention Time**

## **Auxiliary News**

*Sue Kelly*  
*Secretary/Treasurer*

It is hard to believe that Spring is already here. Where did the time go? Summer is fast approaching and we are busy planning for the State convention in Raleigh starting on June 23, 2019.

It has been a year since we have met as a state group. Lots of things have been going on this past year and we invite you to come learn all about them.

**If your spouse is a member of the Rural Letter Carrier Association then you are a member of the Auxiliary and your children and/or grand children are members of the Juniors.**

We encourage you to come to the State Convention and voice your opinion. Open minds will be welcome.

State scholarships are still available for graduating seniors or college students up to 22 years of age. The scholarships must be post marked by June 1, 2019. It is important to follow directions on the application. If you need help locating the application online, give one of the state Auxiliary officers a call. The applications can only be considered if they are submitted on time. Good luck to all who will take the time to apply.

We are planning fun activities like museums, Adventure Landing and more for the Juniors at this year's State Convention.

Junior group rates for some of the activities are based on age and number of participants. It would be great if you would preregister your Juniors that will be attending. That can be done by giving me a call at **910-890-2804**. This does not cost you anything it just helps us to better plan our activities

If you are unable to preregister you can still sign up your Juniors before 10:30 on Monday morning of the convention. But please pre-register if you do plan on coming and bringing your Juniors. They will have a great time.

We also have Junior contests that are available for ages 6-20. Don't forget to bring the entries to the state convention. If for any reason you can't come to the convention you can mail the contest project entry to me at the address above. Give a state Auxiliary officer a call for more information. We can tell you that cash money is given to the winners. Also the contest projects can only be considered if they are submitted. Good luck to all who will take the time to apply.

We look forward to seeing all of you at the State Convention.

*He who can take advice is sometimes  
superior to him who can give it.*

*~ Karl von Knebel*

# JUNE 2019

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

# JULY 2019

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

## Dates to Remember

May 12	Mother's Day	<b>July 4</b>	<b>Independence Day</b>
<b>May 27</b>	<b>Memorial Day</b>	August 12	National Convention begins
June 16	Father's Day	August 13	National Convention Official Business begins
June 22	Ballots Counted	August 16	Closing of National Convention
June 23	State Convention Meet & Greet		
<b>June 24</b>	<b>Opening Day, State Convention</b>		
<b>June 26</b>	<b>State Convention Ends</b>		

# 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 pages 12-15.**

## 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



**NCRLCA**  
**424 WAPITI DR**  
**SPRING LAKE NC 28390-1562**

**TIME SENSITIVE MATERIAL**

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

Address Correction Requested