



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

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Welcome Home President Dwyer!



Jeanette Dwyer's final strike of the gavel as our National President.



President Dwyer invites the North Carolina delegation to the stage to escort her down as she vacates the office of President of our Union..

*2018 National Convention
Grand Rapids, Michigan*

North Carolina Rural Letter Carriers' Association

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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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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.



Brenda Gibbs

President's Message

WELCOME HOME JEANETTE!

Thank you to all the North Carolina rural carriers that made their way to Grand Rapids, Michigan.

As delegates to the 114th National Convention you have made some very important decisions regarding our nonbinding resolutions that will become an important part of our future rural carrier contracts. Of the twelve binding resolutions you have made the necessary changes to our future orientation books giving RCA's the necessary health insurance information and **how to enroll**. You voted to have a **relief carrier appreciation week** to show the RCAs that we really are thankful for them and for all they do. You have required that those positions deemed to be 'usually done by a manager' be recorded in our September national magazine so that there is no confusion.

You have made the necessary changes to our constitution to keep our national board and the members of this union a vital part of our rural carrier future. By changing the requirements for upcoming convention sites you have allowed the national board the ability to be more cost effective in their choices. By voting to move the delegate nominating ballot into earlier issues of our national magazine you have given potential delegates more time to submit their ballot which is critical for states that have an earlier state convention than we do. You have also increased the number of days the ballots must be in to our secretary/treasurer and increased the time that the carriers will have to vote their ballots and return them to the state.

And you have elected the board members that will be our leaders through another year. This was critical to our members. With the Trump task force findings, contract negotiations, and the new rural route evaluation system all on their plate **we must have a strong team that will work together for all of us**.

We invite everyone to the Fall Booster. It will be held on Sunday November 4th following Jeanette's retirement celebration on Saturday night. It will be held at Shell Island Resort located at 2700 N. Lumina Avenue in Wrightsville Beach. We look forward to seeing you there. Registration will begin at 7:30 am with the joint session beginning at 8:30 am. Updates and more information will be posted on our website as it becomes available.

With Doug Byrum's retirement as our state chaplain I have been searching since June for the right person to fill that position. I have found that person in Jesse Ray Farmer. He will be serving as our NCRLCA Chaplain.

I have also appointed Van Heath as our Legislative Representative. Van gained years of experience while he was serving as our PAC chair. We welcome these two new appointed officers to our state board!

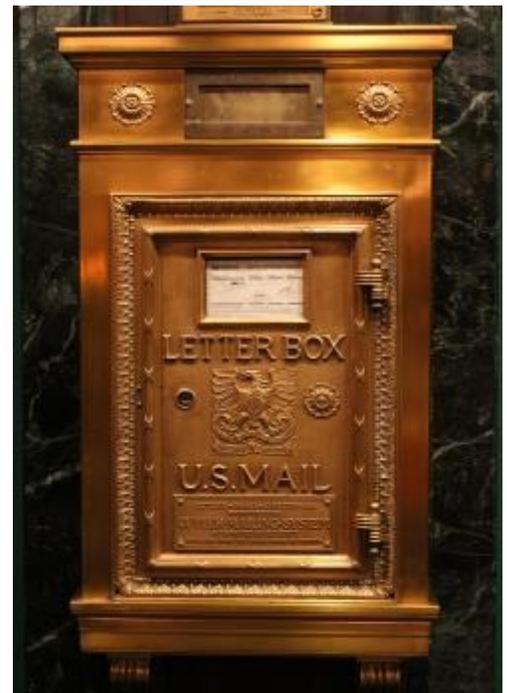


Put your mail in the slot. It goes down a chute to the first floor where the mailman collects it everyday.

Cutler Co. was the first manufacturer of these chute type of mailboxes. The first one was made in 1884 and installed in Rochester, NY.

Postal regulations required the chute be made of glass so that lodged mail could be seen and retrieved. The box was required to have an "elastic cushioned" bottom inside to prevent damage to the mail. The bottom of the door of the box was to be located at least 2.5 feet from the floor.

This mailbox, inside the Amway Grand is from the early 1900's.



Chaplain's Message
Doug Byrum, Chaplain

THE HOPE OF REFUGE

Read Matthew 2:13-15

*I was hungry and you gave me food to eat.
I was thirsty and you gave me a drink.
I was a stranger and you welcomed me.
~ Matthew 25:35 (CEB)*

We have many refugees in our world today. Some flee civil war or violence. Others have seen their homes destroyed by natural disaster or have experienced the devastation of the infrastructure and industry of their community. The number of refugees saddens many of us, especially because refugees are not always welcomed with open arms.

In the Bible we read about one refugee family in particular ~ Mary, Joseph, and the baby Jesus. If they had not fled their country seeking refuge, the baby would have been killed by King Herod's order. Many present-day refugees also face certain death if they remain in their own country. Even when they leave, the danger is not over. They face a perilous journey to other lands.

Mary and Joseph were able to return to their homeland after Herod died and the danger had passed. Many of today's refugees hope for the same result: they dream of when they might return home.

Those of us who have not been displaced can hope and pray for peace that will allow all refugees to return to their homelands. While we pray, we can also heed Christ's call to welcome the stranger. As Christians we are called to do all we can for the refugees on our own doorstep.

Prayer: God of peace, keep us ever mindful of Jesus' teachings and that when we care for others, we honor him. Amen.

PRAYER FOCUS:
TODAY'S REFUGEES

Thoughts & Prayers Needed

Ken Griffin, former North Carolina State Chaplain, is having some issues with his heart and may require surgery. If you would like to send him a card please mail to:
Ken Griffin
513 West End Drive
Monroe, NC 28112
Please keep Ken in your prayers.

Obituaries

Smith Glenn Storey, 94, of Elk Park, passed away on June 30, 2018 peacefully in his home .

Mr. Storey was born on Old Beech Mountain July 7, 1923 where he lived all of his life. He graduated from Cranberry High School, worked in the shipyards in Wilmington, NC as a welder, served in the Army 1290th Engineer Combat Battalion, 1st Army XXI Corps, 3rd Army, and 15th Army XXIII Corps in France and Germany during WWII. He worked for 28 years for the U.S. Postal Services as rural mail carrier in Elk Park, NC until he retired.

Mr. Storey had a small farm where he raised Angus beef cattle, apple trees, tobacco, and honeybees.

He was married to Wilma T. Storey on November 27, 1952 for 66 years and a member of Beech Mountain Missionary Baptist Church.

Mr. Storey is survived by his five children, Edward Glenn Storey and his wife Nanette, Darren Lee Storey, Marilyn Elizabeth Storey, William Smith Storey, and Andrew David Storey and his wife Jennifer; 4 grandchildren Samuel Storey and Carla Shomaker, Jacob Storey and his wife Nellie, Ashley Anderson and Aidan Storey; great grandchildren; Eddie Storey and Brittney Storey; nieces and nephews and the rest of his relatives and friends.

He was preceded in death by his parents, Leonard Martin Storey and Mary Trivette Storey; as well as his brothers and sisters, James Creston Storey, Lena H. Storey, Fairy Louisa Storey, Alma C. Range, and Hugh C. Storey, and an infant brother Harlie Storey; and his infant son Phillip Carl Storey.

(Continued on page 5)

(Continued from page 4) *Obituaries*

Helen Arlene Owens, 55, of Statesville, passed away on July 18, 2018 as the result of a motor vehicle accident. She was the daughter of the late Ira Gaither and Mary Belle Owings Owens. In addition to her parents, she was preceded in death by her sister, Diane Warricks, her ex husband, Donnie Hawks, and her beloved dog, Pebbles. Helen was a rural letter carrier for the United States Postal Service.

Surviving Helen are her three sons, Michael Hawks (Adriana) of Statesville, Matthew Hawks (See) of Hillsborough, and Trent Kyle Hawks (Sarah Walters) of Statesville; by a sister, Gay Chase (Jed) of Olin; by two grandchildren, Christopher and Vaughn Hawks; by several aunts, uncles, nieces and nephews; and by her beloved dog, Lucy Lou.



A Special Mail Carrier

As they sometimes say, she was a character. She was a local girl with a western North Carolina drawl that could put the best accent to shame.

She was rail thin which always concerned me greatly because she would ride up the driveway through the untouched snow-in the dead of winter-with her shoes off-toasty under the heater going full blast-laughing as she handed me what wouldn't fit in the mail box.

And if I was lucky, some spring day she would jump out to pull my package from the trunk after a little rummaging around. Always with a smile and a hug because she knew me, really knew me - not just my name and where I lived. She knew what I needed - that hug - as she handed it to me - not knowing what I ordered, but that I needed it as soon as she could bring it.

"How ya doin.' Do ya' need any stamps ta'day?" she would always ask as she leaned down with a treat for my dog, Ivy, patting her on the head. And then she was off again, laughing in the spring air as the tires crunched on the gravel drive. And then she was gone.

I read her obituary in the paper. She had a wonderful family that I never had a chance to meet. Oh, how I wish I had so that I could tell them what I thought of her. But I hope they know in their heart that I loved her. We all did, because she was the type of person that everybody loved, and I always looked forward to seeing her again. I still hope to see her again- as an angel in heaven. Godspeed, Ms. Helen. I miss you. God knows that I miss you

BOB FELTON,
Moravian Falls, N.C.

Originally printed in the Wilkes Journal Patriot on July 31, 2018
Reprinted with permission

Mark Hall, Postmaster from Moravian Falls shared this photograph of the mailbox that was erected to honor rural carrier Helen Owens.

This memorial, chosen by the carriers, was erected behind the Post Office near her parking space.

The carriers plan on keeping it decorated for special occasions.

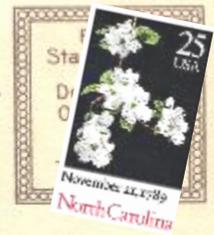
This Space For Writing Messages

Please join us to honor
Jeanette Dwyer

as she retires as our
National President
and returns to North Carolina on
Saturday, November 3, 2018
6:00PM-??

Dinner - \$30 per plate. Cash Bar Available
Please send checks for dinner to: NC RLCA
424 Wapiti Drive
Spring Lake, NC 28390
There are a limited number of seats available.
FIRST COME, FIRST SERVED.

POSTCARD



Shell Island Resort
2700 N. Lumina Avenue
Wrightsville Beach, NC 28480

\$139.00/per night
\$5.50 parking fee/per day
Room Reservations: (910) 256-8696
Group Code NCRLCA

This side for the Address only

Welcome Home Party for Jeanette Dwyer & Fall Booster

North Carolina will be honoring Jeanette with a dinner and reception on Saturday, November 3, 2018 at the Shell Island Resort, 2700 N. Lumina Avenue in Wrightsville Beach, NC.

Dinner will be served at 6:00 pm with a reception to follow.

There will be a \$30.00 fee for the dinner, which must be paid for in advance. Please send a check for your dinner tickets to NCRLCA, 424 Wapiti Drive, Spring Lake, NC 28390.

If you plan on participating then please make your payments/reservations early.

Tickets and rooms will be granted on a FIRST COME, FIRST SERVED basis. NO EXCEPTIONS!

The Fall Booster will be held the following day on November 4, 2018 at the same location.

All Rooms are ocean view suites. Room rates are \$139.00 per night with an additional parking fee of \$5.50 per day with group code NCRLCA. Call (910) 256-8696 for room reservations:

We hope to see you there!



Mailboxes on the beach at Shell Island Resort

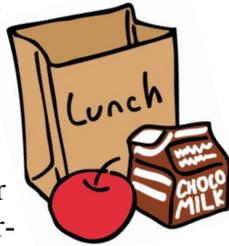


SAFETY
Scott Deal

Break for Safety

Hello all, I hope you are enjoying your summer and these cooler temperatures we have been experiencing of late. This topic is one of utmost importance. Speaking with several carriers of late and considering the growing parcel volume as we enter the holiday season, I feel it needs to be addressed.

We are the most important resource of the USPS and this Union and our families, so when I hear “I don’t have time to take a lunch break”, I cringe with pain as if my biscuits just got burnt. If we do not fuel our LLV’s or POV’s how well/long would they run? Our bodies are no different. We are all entitled to 30 minutes of lunch everyday, no matter the volume of mail, whether it’s a day after a holiday, or if we simply have a light day of mail.



No other craft in the Postal Service is so “generous” with sacrificing their break time so why should we? I understand on some days when the mail volume is light that some of us would rather finish our routes and have lunch at home but those days are not the norm.

Our lunch break should be included in everyday we work. Management will be aware that this is the norm and will be able to plan for our lunch break, regardless the mail volume. To make sure we can make dispatch, they can make arrangements for auxiliary assistance if necessary.

Our lunch breaks are not just for nourishment but also to give us a break from the intense focus it takes to drive safely around our routes. It has been proven that the mind works really well on one thing at a time. Not so much when multi-tasking, like carrying and delivering mail. We need to stop every couple hours and let our minds relax, especially on these hot, dog days of summer, so we can focus on the task at hand when we start delivery again.

I encourage each of you to enjoy your lunch break, everyday! I have found that breaking my lunch break up into different segments seems to work wonders for my day. I typically stop about an hour and a half into

my route and again about two hours after that to eat something and for what I call a mental refresher.

It is simply not safe to work all day with out stopping for some length of time. This is exactly when we are more exposed to having the close calls or near misses or even worst an accident. Simply being accurate with delivering the right mail to the right box or right package to the right porch takes our undivided attention and the least little distraction can and does lead to misdeliveries for our customers.

It is my hope that we all can change the culture to one of breaking for safety everyday. Creating the standard for us and management alike, that when we look at a days worth of mail, 30 minutes a day is included in that. It is not just, for example, 9 hours of mail, but instead, 9 hours and 30 minutes of mail to include our lunch break.



If dispatch is an issue let management know as a courtesy before you leave and they will have time to make arrangements. If you need longer for lunch or reasonable time to leave your route for lunch let management know and approve beforehand. Remember the scanner always knows so keep that in mind as well.

The bottom line is we all deserve a break for lunch and for safety. A break helps to recharge our mail processing machines and minds. Especially with today’s volume of packages and the strenuous nature that our jobs have become.

In this day and age, we must not let our guard down. The benefits of our break only work if we “choose” to take it. Be safe and plan for your break. If you create this habit I am confident you will find that this does make your day much more enjoyable and manageable. Keeping you safe and alert, it will not be long until you receive your million mile award. I would like everyone to make that the goal.

Stay safe and thank you for what you do!



Lunch Atop A Skyscraper
New York City—1932
by Charles C. Ebbets



RETIREMENT
Renee Johnson

**Deposits for
Temporary Time
Served**

Happy Fall to all North Carolina rural carriers!

Our National Rural Letter Carriers Website, nrlca.org, printed the following article on temporary time served, how to determine if you qualify, and an estimated percentage table. It was so good—which our National articles always are—that I've reposted it here so that you might have it in print should you be eligible.

Do You Qualify for Temporary Time Served Credit?

Should CSRS Employees Make Deposits for Temporary Time and How Do I Make the Deposit?

One of the most common questions we get is how my temporary time impacts my eligibility to retire and the calculation of my pension.

Temporary service (also known as "deposit service," "non-deduction service," or "casual service") is a period of service that an employee was working for the federal government in a temporary position, but no deductions were taken from their pay into the retirement fund. Example: (Designation 73 sub, RCR or RCA).

Upon being hired into a permanent position, an employee may have the desire to get credit for that period of service toward retirement. Essentially, the government (OPM) determines how much money an employee would have contributed during that period of temporary service had they been a permanent employee, and adds interest from that point until present. All deposits must be made prior to final adjudication of retirement.

CSRS Credit for non-deduction service

For a period of federal service pre-formed:	And deposit is:	Then credit is given towards:	
		Retirement eligibility	Annuity computation
Before October 1, 1982	Paid	●	●
Before October 1, 1982	Not paid	●	Annuity reduced by 10% of deposit owed
On or after October 1, 1982	Paid	●	●
On or after October 1, 1982	Not paid	●	

There are two ways a person can get credit for their temporary service:

- toward the number of years of service required to be eligible to retire, and/or
- toward the number of years counted in the retirement annuity calculation.

The rules for CSRS employees to receive credit for their temporary time are shown in the table below:

Here are some examples of employees in different circumstances and how the annuity is impacted. In all of these examples, the employee has:

- 30 years total service (2 of those years were temporary (sub) time)
- Their high-3 average salary is \$50,000
- They owe a \$3,000 deposit (for the 2 years of temporary (sub) time)

EMPLOYEE A: (temporary (sub) time prior to October 1, 1982)

Scenario #1: They do make the deposit of \$3,000:

Calculate the CSRS regular annuity formula using all 30 years of service

FULL ANNUITY = \$28,125/year

Scenario #2: They do not make the deposit of \$3,000:

Take the full annuity calculation (from above) and subtract out the deposit penalty

PENALIZED ANNUITY = \$27,825/year (10% of deposit 3,000 = 300/yr. reduction forever)

EMPLOYEE B: (temporary (sub) time after October 1, 1982)

Scenario #1: They do make the deposit of \$3,000:

Calculate the CSRS regular annuity formula using all 30 years of service

FULL ANNUITY = \$28,125/year

Scenario #2: They do not make the deposit of \$3,000:

Calculate the CSRS regular annuity formula using only 28 years of service

PENALIZED ANNUITY = \$26,125/year (deposit of 3,000 divided by the additional monthly annuity of \$167 = 18 months to break even)

To determine the deposit amount owed, CSRS employees should use form **SF-2803, Application to Make Deposit or Redeposit**. This form can be obtained from the OPM website at opm.gov under the forms

(Continued on page 9)

(Continued from page 8) Deposits for Temporary Time

tab. The employee can also contact HRSSC and request a packet for making their deposit.

The normal process below should be followed no matter how the employee gets the actual application:

Employee completes the front side. They must send it to HRSSC 1st. HRSSC scans and files copy in the eOPF so there is a record. The original app goes on to Eagan MN, the Retirement Branch for USPS. They complete the back side of form and order the earnings from the National Personnel Records Center. Eagan waits for the earnings to be returned to them and then together with the application, it is forwarded on to OPM. OPM logs the app into their database and assigns each application a CSD account #. It is put in a file until the deposit section gets around to processing those received in date order. It still can take 6 - 9 months to receive a statement from OPM on how much the deposit costs. Once the employee has paid the account in full, a zero balance statement will be sent by OPM to employee.

It is the employee's responsibility to send a copy on to HRSSC so their employment record (Form 50) can be updated.

The above article contains information about pre-1982 and post 1982 part time service for CSRS employees for which no deposit was made at the time of service. As you can see from the examples above, the decision to make the deposit or not can have an impact on your retirement. One way to determine if it's "worth it" or not to make a deposit is to see how long it would take to get your money back out of the program once you begin drawing your retirement check. If it is a relatively short period, then it probably makes sense to make the deposit.

Should FERS Employees Make Deposits for Temporary Time and how do I make the deposit?

Now, let's take a similar look at FERS deposits. While the two systems are quite different in how they treat temporary service, the basic concept is the same. Temporary service (also known as "deposit service," "non-deduction service," or "casual service") is a period of service that an employee was working for the federal government in a temporary position, but no deductions were taken from their pay into the retirement fund. Upon being hired into a permanent position, an employee may have the desire to get credit for that period of service toward retirement. Essentially, the government (OPM) determines how much money

an employee would have contributed during that period of temporary service had they been a permanent employee, and adds interest from that point until present. All deposits must be made prior to final adjudication of retirement. There are two ways a person can get credit for their temporary service: toward the number of years of service required to be eligible to retire, and/or toward the number of years counted in the retirement annuity calculation. The rules for FERS employees to receive credit for their temporary time are shown in the table below:

*NOTE: Failure to pay the deposit for a period of service before January 1, 1989 under FERS equals no credit for retirement

FERS Credit for non-deduction service			
For a period of federal service preformed:	And deposit is:	Then credit is given towards:	
		Retirement eligibility	Annuity computation
Before January 1, 1989	Paid	●	●
Before January 1, 1989	Not paid		
On or after January 1, 1989	Cannot be made		

eligibility or annuity computation.

Below are examples of employees in different circumstances and how the annuity is impacted. In all of these examples, the employee has:

- 30 years total service (2 of those years were temporary time)
- Their high-3 average salary is \$50,000
- They owe a \$1,100 deposit (for the 2 years of temporary time)
- They retire at age 60

EMPLOYEE A: (temporary time prior to January 1, 1989)

Scenario #1: They **do** make the deposit of \$1,100:

Calculate the FERS regular annuity formula using all 30 years of service:

FULL ANNUITY = \$15,000/year

Scenario #2: They **do not** make the deposit of \$1,100:

Calculate the FERS regular annuity formula using only 28 years of service:

PENALIZED ANNUITY = \$14,000/year

EMPLOYEE B: (temporary time after January 1,

(Continued on page 10)

1989)

Since FERS employees **are not permitted** to make deposits for temporary service that occurred after January 1, 1989, that time cannot be recaptured for credit for any purpose. Therefore, this time is treated as if it did not exist (neither for years required to be eligible to retire, nor in the calculation of the annuity).

Scenario #1: They **are not permitted** make the deposit of \$1,100:

Calculate the FERS regular annuity formula using only 28 years of service:

PENALIZED ANNUITY = \$14,000/year

One way to determine if it's "worth it" or not to make a deposit is to see how long it would take to get your money back out of the program once you begin drawing your retirement check. If it is a relatively short period, then it probably makes sense to make the deposit if permitted to do so.

Form **SF 3108**, Application to Make Service Credit Payment for Civilian Service (FERS) must be used to determine the deposit amount owed. This form can be obtained from the OPM website at www.opm.gov under the forms tab. The employee can also contact HRSSC and request a packet for making their deposit.

The normal process below should be followed no matter how the employee gets the actual application:

Employee completes the front side. They must send it to HRSSC 1st. HRSSC scans and files copy in the eOPF so there is a record. The original app goes on to Eagan MN, the Retirement Branch for USPS. They complete the back side of form and order the earnings from the National Personnel Records Center. Eagan waits for the earnings to be returned to them and then together with the application, it is forwarded on to OPM. OPM logs the app into their database and assigns each application a CSD account #. It is put in a file until the deposit section gets around to processing those received in date order. It still can take 6 - 9 months to receive a statement from OPM on how much the deposit costs. Once the employee has paid the account in full, a zero balance statement will be sent by OPM to employee.

It is the employee's responsibility to send a copy on to HRSSC so their employment record can be updated. FERS employees will have a form 50 processed because of the added service changes the Retirement Computation Date.

Interest rates by year for unpaid deposits:

Year	Percentage Rates
2013	1.625%
2012	2.25%
2011	2.75%
2010	3.125%
2009	3.875%
2008	4.75%
2007	4.875%
2006	4.125%
2005	4.375%
2004	3.875%
2003	5%
2002	5.5%
2001	6.375%
2000	5.875%
1999	5.75%
1998	6.75 %
1997	6.875%
1996	6.875%
1995	7%
1994	6.250%
1993	7.125%
1992	8.125%
1991	8.625%
1990	8.750%
1989	9.125%
1988	8.375%
1987	9%
1986	11.125%
1985	13%
1948-1984	3%
Before 1948	4%

NOTE:
 The above article provides general information on retirement. The examples are for demonstration purposes only. Everyone's retirement can vary depending on individual circumstances. Each person is responsible for their individual retirement.



RCHBP
Elaine Althoff

Managing Your Diabetes

Managing your diabetes just got easier.

Are you diabetic? Maybe someone in your family is diabetic. Diabetes runs on my biological father's side so it's something that I need to watch out for. When I heard about Transform Diabetes Care TM at the National Convention Insurance Seminar, I had to share.

Transform Diabetes Care TM is a new volunteer program for diabetics in 2019 that will help our diabetic members manage this disease easier. Anyone living with Diabetes knows how important monitoring your blood glucose level is. Keeping track of your reading is important for both you and your healthcare providers. Some meters, like my daughter's, keep the last few readings in the memory or maybe you have a journal you write every reading in. With this new connected blood glucose meter program, you may put the logging in the past.

The Blood Glucose Meter Program:

- *Utilizes a cellular connected meter to automatically capture results after each check.*
- *Connects Certified Diabetes Educators (CDEs) with member-specific insight that allow for a more targeted discussion around improvement opportunities.*
- *Outcomes- based model and an A1C target holds us accountable to help improve clinical outcomes and keep members engaged in their therapy.*

For RCBP Members:

- *Unlimited test strips at no out of pocket cost to members encourage ongoing, consistent testing**
- *strips and lancets shipped directly to member and Automated reordering based on usage.*
- *No more manual logs of results saves time and reduces complexity.*
- *Convenient access to historical results on their mobile device or PC to review trends.*
- *Targeted call from a CDE to discuss improvement opportunities, triggered by abnormal readings.*

- *Ability to share results with their extended-care team offers greater visibility to their behaviors outside of routine doctor visits.*

Livongo is a connected Blood glucose monitoring meter. You take your glucose test and the monitor uploads BG data into the cloud to access later, just like your cellphone sends your pictures to the cloud. For a diabetic that means you won't have to log entries because you can pull your history down from the cloud anytime. It will send reminders to refill medication.

Around November 15, letters will be sent out to members taking a medication used to control diabetes. You will then have the opportunity to participate in the connected meter program. In a few weeks your Welcome Kit will be mailed. This new volunteer Program will launch January 2019.

Each Welcome Kit includes:

- *Livongo meter*
- *Test Strips*
- *Lancing Device with lancets*
- *Carrying case*
- *Charger*
- *User Manual*



Open Season is approaching fast (Monday, November 12th 2018—Monday, December 10, 2018). If you're already taking medication for diabetes look for your letter after November 15th.

*Diabetic medications must be received through a CVS Retail or Mail Pharmacy.

For more information on Diabetes visit: www.diabetes.org (American Diabetes Association)

Be safe my friends!

Open Season
November 12, 2018
through
December 10, 2018

Rural Carrier Celebrates 31 Years on Route and Million Mile Achievement

Rougemont Post Office employees and retirees recently gathered to celebrate Rural Carrier Hugh “Arnold” Williams as he was recognized for joining the prestigious Million Mile club. This is the highest honor for professional drivers in the workplace and is presented by the National Safety Council. To reach this status, one must have driven in the workplace for at least 30 years or one million miles without incurring a preventable motor vehicle accident.

Area 2 Post Office Operations Manager Kevin Lafferty commended Williams. “Facing driving challenges throughout a career calls for applying defensive driving. You are not only driving for yourself—you are driving

for the person behind you. Obviously, you have made that a priority in your career and that is how and why you reached this achievement,” said Lafferty to Williams.

Adding his congratulations and appreciation, District Manager Russ Gardner presented Williams with the Million Mile Award. When asked how he achieved such an accomplishment, Williams replied, “I still rely on advice given by a safety representative 31 years ago during new employee orientation---if someone else wants the road, let them have it.”

Williams prides himself in having served on the same route for 31 years. “I feel very fortunate and blessed,” he said.



From left; Postmaster Carolyn Branch, District Manager Russ Gardner, Carrier Hugh “Arnold” Williams, Area 2 POOM Kevin Lafferty; retired Rural Carrier Wayne Mangum, retired Postmaster Wilton Dickerson, Williams, retired Rural Carrier Mac Miller dropped by to celebrate with Williams.

September 15 is Rural Carrier Remembrance Day

A binding resolution passed at the 2015 National Convention in Reno, NV established “Rural Carrier Remembrance Day” to honor rural carriers who have lost their lives while performing their duties as employees of the United States Postal Service. The NRLCA National Board has established that September 15 will be recognized every year as Rural Carrier Remembrance Day. A plaque prominently displayed at the NRLCA National Office contains the names of those carriers who have tragically lost their lives providing service to our communities and our nation. Let us never forget those rural carriers and their sacrifices.

News from the 2018 National Convention

Honoring our Military

By Vicki Gray

President Dwyer has taken the time every year to honor our military; from our currently serving servicemen and women to our veterans, including our POW/MIAs. During our opening day ceremonies she recognizes each branch of the service separately along with each flag bearer, and in whose honor they are carrying it for that year.

This year, as the Army flag was carried to the stage, she recognized a special North Carolina man. George Don Hemphill served in WWII in General Patton's 3rd Army in Germany and Northern France. He served from January 5, 1944 until honorably discharged May 12, 1946. Mr. Hemphill was wounded in France on September 11, 1944 where he was blinded by shrapnel for 3 weeks. He received a purple heart for this. He went back to his unit after his recovery and continued to serve until discharged.

Mr. Hemphill is also a civilian hero. On July 22, 1954 while at work at the post office, Mr. Hemphill witnessed the collision of a gasoline tanker and a train in Union Mills, NC. Mr. Hemphill attempted to save

the truck driver from his truck cab. During the rescue attempt the truck's cargo of 5,200 gallons of gasoline burst into flames, seriously burning Mr. Hemphill. He was in the hospital for 1 1/2 years. Mr. Hemphill received the civilian Carnegie Hero Medal for his actions.

Mr. Hemphill is 95 years young and has been a member of the NRLCA for 64 years.

This one story is a small portion of the tributes that occur at our Convention.

All veterans in attendance are asked to stand during the playing of their branch of service's hymn.

There is a special table with an empty chair at our dinner on Wednesday evening.

This year we also had wonderful guest speakers from *Folds Of Honor*, the Auxiliary project, with even more reminders of all the sacrifices that our servicemen and women make for our country.

As an Army wife I am very proud of all we do as an Association to honor and recognize all of our military and our heroes. I hope we never stop.



Memorial table at our banquet on Wednesday evening is set for those that can't come home.

News from the 2018 National Convention

2018 LEGISLATIVE SEMINAR

By Audrey Solomon

Hello fellow carriers. While sitting in this seminar given by Paul Swartz (NRLCA Director of Government Affairs), you come to realize the Postal Service is fighting for its very existence. This is just a short breakdown of what's happening in the Legislative Branch involving the Postal Service.

As you may know, a copy of the Trump Task Force on the Postal Service was given to President Trump for review on August 10. As of August 13, 2018, no response had been made because President Trump was on vacation; however, by the time you read this you may have already heard one way or the other the suggested recommendations. Let's hope for the best. **WE NEED YOU TO GET IN TOUCH WITH YOUR CONGRESSMAN AND LET YOUR VOICE BE HEARD.**

Here is a brief outline of the current bills in Congress.

H.R. 15 Rep Sam Graves (R-MO) Expressing the sense of the House of Representative that the United States Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery services. 255 co-sponsors

H.R. 28 Rep Susan Davis (D-CA) 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. 246 co-sponsors

H.R. 31 Rep David McKinley (R-WV) 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. 227 co-sponsors

H.R. 993 Rep Lynch (D-MA-8) and Rep Davis (R-IL-13) Rep Murphy (D-FL-7) Rep Young (R-AK-At Large) Rep Fudge (D-OH-11) Rep Cook (R-CA-8) Rep Loeb sack (D-IA-2) Rep Mast (R-FL-18) Rep Richmond (D-LA-2) Rep Fitzpatrick (R-PA-8)

Expressing the sense of the House of Representatives that Congress should take all appropriate measure to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

H.R. 5389 FEDERAL RETIREMENT FAIRNESS ACT Allow interested and eligible employees to make additional contributions to their retirement to compensate for the years worked as temporary employee.

Require payments to include a deposit of 1.3% of the base pay for each year, corresponding interest and the governments contribution.

OPM is under the impression RCAs (postal employees) are not covered under the bill.

H.R. 756:

- Medicare Integration
- Creates 4yr transition period
- Offer Med. Part D benefit paid for by employer
- Requires USPS to prefund 100% or RHB liabilities
- Calculates pension costs using postal specific assumptions
- Conversions language to centralized delivery
- Allow non-postal services
- Changes governance and oversight

(Continued on page 15)



Ohio Congresswoman Marcia Fudge assures us that she is fighting for us.

News from the 2018 National Convention

(Continued from page 14) *Legislative Seminar*

- Rate increase of 2.15%

This is stalled in Ways and Means Committee.

S 2629

- Medicare integration - Exemptions: geographic, financial hardship
- 2-year moratorium on service standards
- 80% amortization; one-time payment to Medicare
- Accountability on emergency post office closures
- Ship wine and beer
- Eliminates door delivery provisions
- Restores the half of the rate increase/freezes future rate increases until a new rate system can be finalized by the Postal Regulatory Commission.

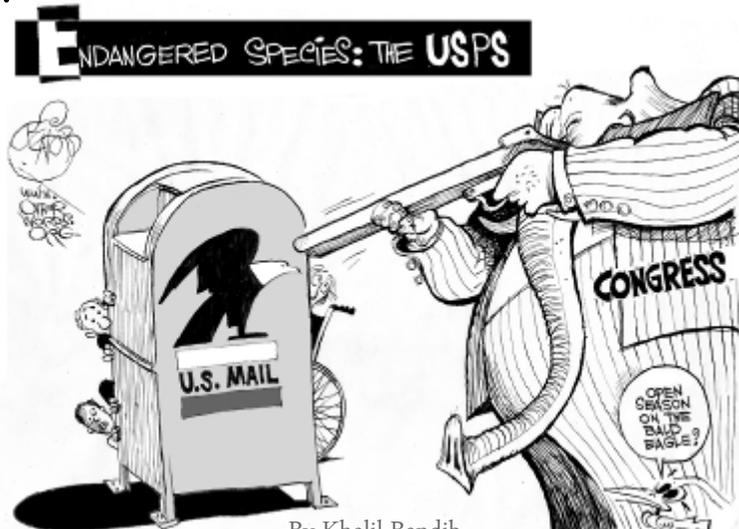
Ron Johnson (R-WI) will not bring this up for a vote.

PRIVATIZATION OF POSTAL SERVICE

On June 21, the White House released a 132-page proposal to **overhaul the federal government**, which would create new agencies and remove or consolidate many other (e.g. it would merge the Education and Labor departments)

The plan proposes **privatizing the USPS**, suggesting that the task force's recommendations would be used only to stabilize the agency, help it prepare for defederalization and increase the government's leverage before the agency is sold.

"A private postal operator that delivers mail fewer days per week and to more central locations (not door delivery) would operate at substantially lower costs. A private entity would also have greater ability to adjust pricing in response to changes in demand or operation costs. Freeing the USPS to more fully negotiate pay and benefits rather than prescribing participation in costly Federal personnel benefits programs and allowing it to



By Khalil Bendib
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follow private sector practices in compensation and labor relations, could further reduce costs."

As you know, the European privatization model of mail service is what is being proposed. I should fill you in on a few highlights: Germany 38,000 jobs cut, Netherlands 12,000 jobs cut, UK 32% jobs cut, France 25% jobs cut, and Belgium 31% jobs cut. These countries have yet to meet service standards.

Privatization would allow private companies to compete, open access to mailboxes, rural areas only getting mail 2 to 3 days a week, decline in workforce and service.

The road ahead seems bleak but if Congress continues their normal path, by not voting on anything, then we may survive another year. All bills would be reintroduced in January and just maybe Congress will strengthen the Postal Service instead of letting it tread water.

**WE NEED YOUR SUPPORT IN MAKING
THE POSTAL SERVICE STRONGER. PLEASE
CALL YOUR CONGRESSMAN**

#POSTAL STRONG #WE ARE THE UNION

To find the contact information for your congressmen go to
<https://www.contactingcongress.org/> and put in your zip code.

The NRLCA supports HR 15, HR 28, HR 31, and HR 993.

The NRLCA would like HR 5389 to be amended to clearly include postal employees.

The NRLCA is opposed to S 2629 as written and HR 756 as written.

News from the 2018 National Convention

The State Of The Union Address

By Renee Johnson

On Monday, August 13, 2018, the Finance Committee Chairman, Tim Thomason of West Virginia, delivered the current status of the finances for the National Rural Letter Carriers Association. According to their findings, the dues increase has generated nearly \$2,000,000.00, and our reserves are met for the year.

Damage due to fire at one of the houses we own in Virginia has been repaired, of which a quarter million dollars was not covered by insurance. The property has been sold, and after the lost funds, \$ 386,000.00 remained for purchasing another.

The Finance Committee is tracking per diems and administrative leave of all national employees. It is also recommending a biennial convention as opposed to annual, in order to save the \$ 1,900,000.00 on average spent per year.

Our National President, Jeanette Dwyer, spoke on our May 20, 2018 contract expiration. She also informed the body of the Presidential Task Force assigned to study the USPS for privatization, and her meetings with them.

President Dwyer gave an updated status report on the Rural Route Evaluated Compensation System, referred to hereafter as RRECS, and its timeline. On October 31, 2017, the panel of engineers submitted their report to the NRLCA and USPS. On March 1, 2018, 62 comments were submitted from NRLCA and USPS back to the engineering panel. Eight were joint, 22 were from the NRLCA, and 32 were from USPS.

On June 23, 2018, Dr. Louis Martin-Vega issued the final determination to NRLCA and USPS. From July to the present time, design teams began work on the final implementation. Dr. Ken Mericle was introduced to speak on the process, and the rest of this report is based on the information he presented.

Dr. Mericle explained the final RRECS requirements in three components:

1. Standards—time necessary to perform an event.

2. Data Capture—how many times an activity occurs during the day.
3. Business Logic—final evaluation of standards and data capture.

The standards consist of 112 points, including statistical driving and traffic control points, actual load time and end-of-shift activities. All standards have been developed through careful application of engineering principles, and are based on standard methods. Each element is documented, tested, and validated.

Each standard must:

- Stand alone and not overlap another.
- Cover each aspect of rural work activity.
- Be fair and accurate for the activity that it represents.
- Include time for personal needs, fatigue, and delay.

According to Dr. Mericle, difficulties were heightened by the assumption, *“Tight standards balance loose standards and the current system is presumed to work okay.”*

“The problem is, the USPS only wants to look at the loose standards, not the tight standards, and the NRLCA only wants to look at the tight standards and not at the loose standards.”—Dr. Ken Mericle

The USPS wanted to cut our standard by one-third, and NRLCA wanted to increase our standards by one-third. *“This will be a thing of the past going forward.”—Dr. Ken Mericle*

The new standards eliminate further disputes over what is and what isn't covered, establishes a standard-setting method for new activities, can be revised easily, and narrows conflict by focusing on specific parts of the work activity which might be affected by future change. The advantage for the USPS is the ability to more accurately add cost to their products to achieve an adequate return on investments, and to plan for human resources.

“The problem is, the USPS only wants to look at the loose standards...., the NRLCA only wants to look at the tight standards...”

The new standards eliminate further disputes... —Dr. Ken Mericle

(Continued on page 17)

News from the 2018 National Convention

(Continued from page 16) **State of the Union**

The advantage for NRLCA is that we can be paid fairly based on actual activities and the time necessary to perform required duties in a safe manner.

“Quite a bit of work was not captured under old standards. Under the new standards, RRECS attempts to capture all activities.” –Dr. Ken Mericle

Under Data Capture, sixty-nine data elements were considered from many sources. These include, but not limited to, scans from Mobile Delivery Device or MDD, bundle mail volume, actual times, end of run reports, Rural Street Database or RSD, mini mail counts, and continuous evaluations. The continuous evaluations should collect data for an entire year with the exception of two weeks of Christmas.

This part of RRECS minimizes the scope of future mail counts, manual counting, and the ability to manipulate mail count results, which should ensure a more fair and accurate result.

The last part of the equation is Business Logic.

This is the calculation of daily standard time and the number of times the activity is performed.

It is under this section that we encounter something most carriers will not favor. It is referred to as **Coverage**.

This new **Coverage** stipulation determines which addresses on a route do not receive mail on any given day, and adjusts the box time for actual deliveries. The coverage factor will be based on a year’s data.

The next step is mapping all routes. Both parties came to the panel to ask if the panel could reduce the amount of time involved in this procedure. Dr. Mericle says his panel has recommended a simplified mapping method that must be tested and proved before implementation to

reduce total amount of time to map routes not currently mapped.

Final determination of Chairperson Martin-Vega requires:

- ☒ Remaining work on data capture and business logic to be completed according to requirements laid out in the Final Determination.
- ☒ All remaining systems be tested and validated before implementation.
- ☒ Fair and efficient system for both NRLCA and USPS.
- ☒ Based on actual work performed on rural routes.
- ☒ Based on advanced digital technology.
- ☒ Full implementation will take time.
- ☒ NRLCA will need to insure that RRECS is completed according to Panel requirements, and that USPS commits resources to complete RRECS in a timely manner.

“I don’t want any of you leaving this room thinking this will be implemented on the day after tomorrow.” –Dr. Ken Mericle

This concludes my report for The State of The Union Address from the 114th National Convention of the National Rural Letter Carriers Association in Grand Rapids, Michigan.

Respectfully submitted,
Committeeman Renee Johnson

“I don’t want any of you leaving this room thinking this will be implemented on the day after tomorrow.” –Dr. Ken Mericle



Dr. Ken Mericle speaks about the Rural Route Evaluated Compensation System, at the State of the Union Address on Monday.

News from the 2018 National Convention

Opening Ceremonies

By Elaine Althoff

On Tuesday morning we started our 114th Annual Convention at Grand Rapids, Michigan.

National Chaplain Doug Byrum opened with prayer and inspirational message. Doug Byrum, NC; Rick Vickery, OK & Don McAdams, AL sang the National Anthem.

The Kent Metro Police Guard advanced the color during the opening joint session. The Media Committee showed a Presentation on the big screen, and I don't think there was a dry eye in the house; truly very touching.

Erica Brix, Acting Vice President, Great Lakes Area Operations, USPS, opened and welcomed us to Michigan.

USPS Postmaster General/CEO, Megan Brennan opened with *"This is a tough time in the Postal Service."* We have three (3) items we are challenged with:

1. The privatization of the Postal Service.
2. Negotiations of a new contract.
3. Implication of the New Engineered System.

We deliver to 157 million delivery points, have 630,000 employees, 30,000 Post Offices, 230,000 vehicles and 273 processing centers. While over 7,000 retail stores have closed and more and more are shopping online. *"How do we adapt to this ever-changing world?"* We need a financially stable Postal Service, It's a flawed system by Congress. We need postal reform; an Independent Board of Governors to make us able to have the equipment and tools to do the job.

"It is a pivotal time for us." The Task Force price cap is unsuited, the market should not be capped so we can provide the service and products for our customers. *"We need to earn their business every day."* Reinvesting mail for today's customer experience. With informed delivery; end to end visibility for customers. We need to push Perfect Package. What is a Perfect Package? It is:

- Delivery by expected delivery date
- Delivery to the right location
- Complete delivery without a **Customer Inquiry**
- Delivery with end to end visibility
- Business is priority ~ Our customers value our ser-

vice and we need to have a consistent time of delivery.

She also touched on the mailbox of the future, new updated MDDs and the Next Generation Delivery Vehicles. Testing has begun and has been extended thru fall for nine to ten thousand commercial, off the shelf, right hand drives vehicles. These electric, hybrid and gas next generation vehicles are being tested in North Carolina, Virginia and Michigan, and have air conditioning and best in class in safety.

She also touched on the changes in the rural academies, and we will see more on the job training /shadow days.



Postmaster General Megan Brennan addresses the body on Tuesday morning.

"The Postal Service is challenged, our strength is our employees and the customers value of the Postal Service." stated Postmaster General/CEO Megan Brennan.

Auxiliary Executive Committee Chair Karen Vermeer spoke about sites to see while in the area, Gerald R. Ford Presidential Museum, Grand Rapids Children's Museum, John Ball Zoo and the many lighthouses along Michigan's shore line, just to name a few.

Susan Knapp, Chair NRLCA Executive Committee shared some history from the Conventions held in Grand Rapids. In 1949 we had our Convention in Grand Rapids, MI for the first time. A first class stamp was 3 cents, a loaf of bread was 14 cents and minimum

(Continued on page 19)

News from the 2018 National Convention

(Continued from page 18) **Opening Ceremonies**

wage was \$0.70/hr.

In 2007 Grand Rapids, MI hosted it's second National Convention. A first class stamp was 14 cents, a loaf of bread was \$1.50 and minimum wage was \$5.85/hr.

In 2018 Grand Rapids, MI hosts it third National Convention. A first class stamp is 50 cents, a loaf of bread is \$2.33 and minimum wage is \$7.25/hr.

Susan also noted *"there has been no minimum wage increase since 2009."*

Julie Houston Auxiliary President, introduced her project *Folds of Honor* with a brief video presentation by Major Dan Rooney, CEO/Founder of *Folds of Honor* followed by Tiffany Eckert, wife of fallen soldier Andy Eckert, and her heart-breaking story. The delegation wore a sea of red shirts in honor of the *Folds of Honor* project. She thanked us for our support.

Cindy Keys, Convention Co-Chair and Shannon Duffy thanked Michigan for hosting the convention and President Jeanette Dwyer was presented the convention gavel made by Michigan's own Roger Todd.

Marcia L. Fudge, Representative, U.S. Congress (D -OH) spoke about the challenges we face with Congress and how her colleagues tell her "We should privatize the Postal Service". She tells them *"Good luck with that."* stating further that she has signed every legislation that prevents the Postal Service from being privatized. ***"I will fight for you as long as I can."*** stated Marcia L. Fudge.

Vice President Ronnie Stutts presented a long list of NRLCA Outstanding Member Awards. The recipients each received a plaque.

Helen Schuster presented the Auxiliary Outstanding Member Awards.

Charles Head, President and CEO of Atlanta Postal Credit Union spoke about the many services that our postal members have, adding that your family members can join too. Also, the new *NRLCA VISA Platinum Affinity Credit Card* for NRLCA members only! It has our logo on it.

National General Insurance Linda Foran touched on the Tort Claims Act and their history. They have been with the NRLCA for 65 years and gave back to the NRLCA . They also donated \$5,000 to the *Folds of*

Honor project. Linda ended with *"Get your quote today!"*

On the Legislative front, NRLCA Director of Government Affairs Paul Swartz spoke on the White House launch of the Postal Task Force and postal privatization, this coming 66 days prior to the release of the Task Force Report. He stated, *"There is no way a private model can deliver."* The August 10th Report of the Task Force was not publicized, Mr. Swartz also announced.

2017-2018 PAC Hall of Fame inductee was Natasha Patterson (FL).

Special Recognition was awarded to Patrick Pitts (WA) of Steward Task Force 1.

Cameron Demi, Director of NRLCA Insurance Programs gave us the operations update website (www.rcbphealth.com). Cameron went on to say "Look at your financial picture, don't pay for something you don't need." He also stated that co-pays have stayed the same. All Target stores have had a CVS Pharmacy in them since a year ago.

I hope to see you on the Convention floor next year.



Ricky Stafford and Roger Southern
look over the resolutions

News from the 2018 National Convention

The National Convention from a First Time Delegate

by Jay Schreiber

Schreiber, Delegate, NC.

I'd like to share with you my experience being a first time delegate to the National Convention. Knowing I get to represent my fellow rural carriers in voting for the national board and how our union is run, is very humbling. Arriving in Grand Rapids, MI and getting registered as a delegate in the Amway convention center was the start of many hours of work hoping to better our craft.

Monday we heard the State of the Union from members of the board and the update from Dr. Mericle on RRECS and all the work that still needs to be accomplished.

The perfect storm is upon us; RRECS study, contract negotiations, and the Trump task force on privatization. We are at the cusp of a new generation of how we do business. Everyone has opinions on how bad things are going to be, but no one knows for sure what is going to happen until the politicians vote on the changes. We have the responsibility to call those that represent us in the House and Senate to voice support against privatization. Because if we as carriers don't speak up for ourselves then who will? This message was reinforced by the NRLCA Director of Governmental Affairs Paul Swartz.

Tuesday was guest speakers from National General Insurance and Atlanta Postal Credit Union, two supporters of the rural craft. Guest speaker PMG Megan Brennan discussed the state of the Postal Service, which was followed by the official call to order of the convention honoring veterans and rural carriers lost this past year. The nomination for candidates to the national board, as well as the 4 year executive committee position.

Thinking back, Tuesday was the shortest day of the week. The delegates also started the resolution review process with binding resolutions. These are items the union can implement immediately and that need no input from the Postal Service. Twelve binding resolutions went before the delegates who approved six and

disapproved six.

The non-binding resolutions are next. They are not voted on immediately, just put to a vote and if someone disagrees or has a question they are objected too. The parliamentary rules according to *Roberts Rules of Order* are used to ensure a professional atmosphere in the room.

Wednesday began with the North Carolina delegates meeting for breakfast. We reconvened the full complement of delegates as the previous two days with Doug Byrum having a message and a list of names of carriers and family members to keep in our prayers. This is Doug's 14th year and last as the NRLCA National Chaplain. His selfless service to the membership was recognized by the entire room.

Once President Dwyer took the microphone again there began the process of doing a first run through the 286 non-binding resolutions with the Chairman of the Resolutions Committee. When this happens you notice groups mingling around the six microphones in the aisles. If someone objects (disagrees) with a resolution for any reason:.... "object, Smith, Texas"... that puts that resolution on hold for discus-



sion later. When we come back to that number later the person that objected is the first to speak in the debate. If no one objects, President Dwyer pounds the gavel "**Approved**", and we move to the next resolution.

79 resolutions were objected to and the other 207 were approved for the National Board to take under advisement for the next contract negotiations. There

(Continued on page 21)

News from the 2018 National Convention

(Continued from page 20) First Time Delegate

was an attempt to pass all RCA non-binding resolutions in a block, but that too was not approved. After business was completed for Wednesday there was the annual buffet at \$10 per person, which was well attended by close to 1,200 participating delegates and family members.

Thursday was a different kind of day with the Appeals Committee presenting their cases prior to the election of officers, due to the nature of the cases being appealed. After cases were discussed on the floor in a similar fashion to the resolutions the delegates voted whether or not to accept the committees recommendations. Then it was back to the 79 resolutions that did not pass on Wednesday. Much back and forth with delegates that agreed voicing their reasons and delegates against the resolutions for a variety of reasons. Even if the resolution had a good reason behind it, some viewed it as a way the postal service could take advantage of RCAs, regular carriers or both to the detriment of the rural craft. Some of the Yea versus Nay votes were close enough, there was a division (re-vote) where delegates had to stand up with their vote and the entire board paid close attention to the majority. After a short dinner, all the delegates broke up into different rooms throughout the Amway Grand Hotel complex to go through the candidates' caucus; an opportunity for each candidate to tell a group something about themselves and answer questions from the audience. North Carolina was grouped with the other states from the South Atlantic Conference. After all sixteen delegates completed the caucus we finally called it a night at 10:15.

Good morning Friday, it's picture time at 7:45 am. After reconvening all nearly 1,200 delegates from all fifty states as well as Puerto Rico, we got back to the resolutions and worked through about twenty until it was lunch break time. Upon returning from lunch we began voting for the National Officer positions of President, Vice President, Director of Labor Relations and Director of Steward Operations. The position of Secretary Treasure was unopposed. These offices are voted on paper ballots, handed out to each state President or their representative. While waiting for the Tellers Committee to count the ballots we continued approving or disapproving the rest of the resolutions. Of the 79 origi-

nal objected non-binding resolutions, 19 were passed as recommendations to the National Board.

But there was still the task of electing the individual to fill the four year Executive Committee seat and then a two year Executive Committee position due to Don Maston vacating that position as he was elected the Vice President. With seven candidates for the one four year position, it took four ballots to elect Patrick Pitts. Then three ballots later for the two year position, North Carolina's own Dennis Conley had been chosen.

Your new leadership for the NRLCA consists of President Ronnie Stutts, Vice President Don Maston, Secretary/Treasurer Clifford Dailing, Director of Labor Relations David Heather, Director of Steward Operations Susan Knapp, Executive Committee Chair Shirley Baffa, Executive Committee Members Dennis Conley, Johnny Miller and Patrick Pitts.

While waiting for the ballot results there was a thank you program for past presidents as well as a appreciation for departing President Jeanette Dwyer, whom will be going back to her route in Lake Waccamaw, NC.

What a way to end the convention with the swearing in of the new leadership after all the efforts of 1,200 delegates; many who were first timers and RCAs. The saying - Unions are not a spectator sport, Unions require member participation - is amplified when you go to a convention. Be it our own state or national.

Again it was an honor to represent my fellow rural union members trying to better our craft and I hope to see you next year in Grapevine, TX.

Congratulations!

to

North Carolina's own

Dennis Conley

Dennis was elected to the
National Board as an
Executive Committeeman

News from the 2017 National Convention

A RCAs Viewpoint of the National Convention

by Tracy Greer

I must say that each I time I attend a convention I learn more and more about the process and gain new knowledge about our contracts and our craft.

I just attended my third convention as a delegate and wow it never gets old. There is so much going on there.

We have the ability to donate to PAC, open a checking account with APCU, inquire about health programs and so much more. But the main event is the convention itself.

For those of you that don't know, there were 59 non-binding resolutions passed for RCAs.. While these are a wish list, we are being heard!! Can you imagine being able to contribute to the Thrift Savings Plan, receive overtime for working federal holidays, and being able to earn sick and annual time as a RCA. Yes, those passed!!

While we would like to think every resolution would pass for the RCA, some are difficult to achieve and hearing those debates as to why or why not can be enlightening and/or discouraging.

Some things look really good for us when we first read them. Then the delegates have to consider how postal management will react to those and how it could possibly affect us negatively. Sometimes resolutions are worded better in another submission and we opt to approve it.

I encourage each and every RCA, ARC, and regular carrier to get active, attend meetings, conventions, and support your union.

RCAs rest assured, we are being heard by our national board and our union is working to improve our welfare and benefits within the craft. As a RCA myself, I was pleased to see all the resolutions that passed regarding RCAs and I can understand why some of them did not.

Get involved, even if you are "just a RCA" or

ARC. We can make a difference! My door is always open if you have any questions or just want to hear from another RCA.

I hope to see all of you at the Fall Booster and our State Convention next summer!!



Former North Carolina President Dale Sain with First Timer William Hardy III

View of The National Convention from a First Time Attendee

by William Hardy

I just got back from the 114th National Rural Letter Carrier's Convention in Grand Rapids, Michigan. What an awesome experience! For years I never was interested in going. I thought I would not learn anything. Boy was I wrong! After attending over 20 State Conventions, I assumed they were about the same. Not true! From the opening ceremony and prayer to the swearing in of the new National Officers, it did not disappoint!

It was very informative and I saw firsthand how hard our North Carolina officers work for us and the Association. It was great to meet carriers from all 50 states as well. A lot of vendors were there to offer information and gifts promoting everything from healthcare to car insurance. They would all take time to answer your questions.

It was a great experience. I encourage anyone to take the time to go to the National Convention!



Convention Candidats





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

Recently a question was posted in an online forum concerning reporting accidents as a POV driver. The carrier put a small scratch in a customer's car with his POV while delivering. Because he was driving his POV, he filed it with his personal auto coverage and didn't notify his supervisor of the accident. Subsequently his personal auto insurance company is denying his claim, saying the Postal Service should cover the damage. The question was as many of us use our personal vehicle to deliver, is the Postal Service liable for the damage?

The answer is **YES!!!** We are covered for liability, POV or LLV, while delivering but the most important part of this scenario is not who's liable. Section 173.11 of the Rural Carrier Duties and Responsibilities Handbook (PO 603) states:

“Notify Postmaster or Supervisor

Report all accidents. Having your own automobile insurance does not relieve you of the responsibility to submit a report on Standard Form (SF) 91, *Operator's Report of Motor Vehicle Accident*, to your postmaster or supervisor.”

Now the carrier could be facing discipline, possibly up to and including removal, for the accident and for failure to properly report the accident. Section 173 of PO 603 includes more about what you should do in the event of an accident. A digital copy of the PO 603 is available at nrlca.org by clicking Steward Operations then USPS Handbooks and Manuals.

This is an excerpt from Form T-7 explaining the Federal Tort Claims Act. It is available in its entirety along with lots more helpful information on the NRLCA website's under Tort Claims in the Steward Reference Guide. www.nrlcainsurance.com also has frequently asked questions and answers on the Federal Tort Claims Act.

TORT CLAIMS: Tort claims are claims for damage to or loss of property, personal injury or death caused by the negligent or wrongful act or omission of an employee while acting within the scope of their employment.

FEDERAL TORT CLAIMS ACT: A federal statute that provides for a government administered protection plan for all government employees, and the government itself, should any liability be incurred by any of its employees or agents in the course of their official duties.

NEGLIGENCE: The Federal Tort Claims Act deals basically with negligence or fault. Negligence or fault is the performance of an act, which a reasonable prudent person would not do under the same or similar circumstances, or failing to act in the manner that a reasonably prudent person would do under the same or similar circumstances. Negligence consists of four basis elements:

1. A duty recognized by law requiring an action to conform to a certain standard of conduct.
2. A failure to conform to the required standard of conduct.
3. A reasonably close casual connection between the conduct and the resulting injury; and
4. Actual loss or damage suffered by another.

PROTECTION: Federal employees are protected against liability resulting from their operation of a motor vehicle while with-in the scope of their official employment. This protection is on-route protection only. Any deviation from your assigned route could jeopardize your Tort Claims coverage. The government protects you from liability only. Any damage to your vehicle is not covered.

CLAIMS NOT COVERED:

1. Claims arising out of the loss, miscarriage or negligent transmission of letters or postal matter.
2. Claims arising out of assault, battery, false imprisonment, false arrest, malicious prosecution, abuse of process, libel, slander, misrepresentation, deceit, or interference with contract rights.
3. Claims for personal injury incurred by postal employees or other government employees, which occur while they are acting in the scope of their employment. (The Federal Employees' Compensation Act covers this.)
4. Claims by another government agency against the Postal Service for property damage caused by postal employees acting in the scope of their employment.
5. Claims for damage to contract or leased vehicles when driven by postal employees.

(Continued on page 25)

(Continued from page 24)

6. Claims for damage caused in an accident where an independent contractor, such as a highway contract route carrier, owns the vehicle involved.

PRIVATE INSURANCE POLICY OF POSTAL EMPLOYEES: Some employees have insurance policies on their POV that include the federal government as an additional insured. In all motor vehicle accidents involving a postal employee operating a POV The USPS will request that the employee furnish a copy of the liability policy covering the vehicle. They will include a copy with the investigative report.

Management must investigate and determine that the employee was acting in the scope of employment at the time of the accident and that the employee was properly authorized to use the vehicle in carrying out duties. They will also review the employee's insurance policy, riders and endorsements to see if the employee had liability insurance on the vehicle. They will be looking to see if the policy contains clauses that limits or excludes the insurance company from liability or if it includes the United States as an additional insured.

Not all companies have written exclusionary provisions in their policies. Some companies have this exclusionary provision in some, but not all of their policies.

PROTECTION OF POSTAL EMPLOYEES FROM PERSONAL LIABILITY: The Federal Employees Liability Reform and Tort Compensation Act provides that when government employees are sued as a result of actions performed while acting in the scope of their employment the Attorney General will represent the employees and remove the suit to a federal district court, where the suit will be deemed to be one against the United States. The only exceptions to this are when the employee's action was a constitutional tort, or violation of a federal statute

The most important thing to remember is that not all insurance companies protect rural carriers if they have an on-route liability claim. Many companies don't insure our route vehicles or they charge you a higher business use or commercial use rate. Many companies will pay your liability claim and then cancel your policy, so please choose your insurance company carefully. Make sure that your policy includes a clause that excludes them from liability claims while you are on the job or names the United States as an additional insured.

RAFT RECRUITER RAFFLE

RAFT

is the acronym for Recruit A Friend Today.

The NRLCA began the RAFT program as an incentive payment for our members; to encourage our members to recruit the non-members of our craft to join our Association.

This year North Carolina has a "RAFT Recruiter Raffle" as an incentive for our members to continue their efforts of enlisting new members. We will have a drawing at the end of each quarter. This initial program **will end on Sept 31, 2018**. It may be extended another year. Watch this column for updates.

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 September 31, 2018. This pool of names will be from all the new members recruited during the previous quarter (April 1 - June 30).

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.

\$250.00



PAC CHAIR
Steve Rogers

Second Place!
Thanks to you!

Our Great State of North Carolina finished in 2nd place in PAC donations for the year. As a team we stepped it up, big time! We finished this year breaking the \$50,000 mark. We have increased the number of donors and sustaining donors at a level that we have never achieved before. We North Carolinians, proved to the rest of the states that we take our future seriously.

With the 114th National convention behind us, we should now JOIN TOGETHER TO SAVE OUR FUTURE. If there is one thing that I can say, our jobs are not secure! The people on the hill have our future in their hands. This could result in many of us getting **pay cuts** or ultimately **losing our jobs!**

I find it inconceivable that only 8% of our union members contribute to PAC. PAC contributors are the people that are fighting for the jobs of all union members. To the members that have not contributed to PAC, join the team, before it is too late. Contributors that have donated to PAC are protecting your future!

There are multiple bills on the floor right now that will have a massive impact on our pay and benefits. There is one, HR 5389, that could allow you to purchase your RCA time so that it contributes towards your retirement.

In 1988 this benefit was eliminated by Congress! It took 30 years to get this bill introduced. If it fails to become law, so many people will lose the additional retirement time they deserve.

As an example; I purchased my time back when it was available and it added \$300.00 more to my monthly retirement check. This could be you! Without your donations we cannot lobby Congress to act on our behalves.

The Fall Booster and Jeanette’s retirement celebrations are coming up in November. We hope to see you there. Stop by the PAC table and look at the many prizes we are giving away this year. We have multiple incentives for everyone that donates to PAC.

There are so many people that I need to thank for such a successful year. So many people, and just not

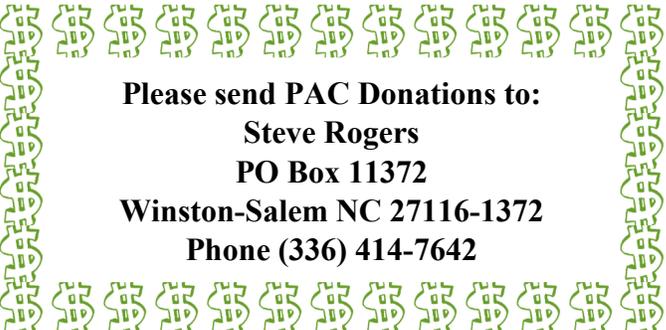
enough room to print all of your names.

One last thing, I need to apologize for any one left off of our list of donors. The last issue of our National Magazine was incorrect. The PAC donors listed were from the first part of the 2018 year totals. The July 2018 totals were never posted in the National Magazine. I am truly sorry for this discrepancy. I strive to give you the recognition you deserve!!

Tina and I have made so many friends and new acquaintances by coming to your local district meetings. Thank you for allowing us to be there.

I want to do the best job I can for each and every one of you. Please help us all by making a contribution to PAC.

PAC works for you!!


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



Steve Rogers works at the PAC table at the National Convention in Grand Rapids

All Eyes On Washington

Legislative
Representative
Van Heath,



Are You Paying Attention?

If you watch the evening news, listen to the radio on your route or read newspapers, you know that the Postal Service and all Government Workers are currently under attack by both the Congress and the White House.

President Trump has released a Government Reorganization Plan that would merge OPM into the GSA. OPM has enough problems keeping up with its obligations to retirees already. Merging them into an even bigger bureaucracy could only lead to a disaster for all federal and postal retirees. The President's plan also calls for privatizing the Postal Service. In fact, it calls for short-term steps to put the USPS on sustainable financial footing only to sell it to the highest bidder.

Section 8 of the U.S. Constitution states: The Congress shall have power to lay and collect taxes, duties, impost and excises, to pay the debts and provide for the common defense and general welfare of the United States; but all duties, impost and excises shall be uniform throughout the United States:

To establish post offices and post roads:

(There are quite a few other responsibilities called for but the one above is the one I want to talk about.)

The Constitution specifically grants the power to establish post offices as a government duty. There is a good reason for that. Here in North Carolina, we all know it is far more profitable to operate a Post Office in Charlotte or Raleigh than it is here in Jamesville. That is the main reason it falls as a governmental duty. Private businesses **MUST** make a profit. If you don't make a profit you do not stay in business. Government provides necessary services that do not always make a profit. If the USPS is privatized, it is easy to foresee a future where non-profitable rural routes cease to exist and our rural customers are required to travel to the nearest Private Post Office to pick up their mail.

President Trump is not the only one talking about reform. Our very own Rep. Mark Meadows (R-NC) has reintroduced the Postal Reform Act. This new/old bill is a bipartisan bill with sponsors that run the full gamut of ultra-conservative Meadows to ultra-liberal Elijah

Cummings (D-MD). Just because it is bipartisan does not make it good. This bill is H.R.6076 and corresponds to Senate Bill S.2629. These bills contain the same precedent setting provision that would take away earned Federal Employees Health Benefits (FEHB) Program coverage of postal retirees if they fail to enroll in Medicare Part B. There are currently 76,000 postal retirees over the age of 65 who elected not to enroll in Medicare Part B when they were eligible because the extra coverage simply does not fit their personal needs and situations.

Under this bill, these postal retirees would be required to pay an additional \$1,600 annually or more in additional premiums for often duplicative coverage, despite having declined Medicare coverage in the past.

Many retirees are living on modest fixed incomes, and have not accounted for these unforeseeable new expenses and may not be able to afford them.

Changing retiree benefits in retirement is a dangerous path for Congress to go down. Balancing the USPS' books on the backs of its retirees is not the way to address USPS finances.

Government retiree health coverage is not a gift, but earned in exchange for a career of hard work in service to the American people.

Please write or call your member of Congress and asked them to oppose H.R.6076 and ask your senators to oppose S.2629.

You can also contact your member to Support H. Res. 993, and ask them to support and Co-sponsor this bill that opposes privatization of the USPS.

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

Task Force Report Delayed Until After the Mid-Term Elections

On August 30th, the Administration announced it is planning to delay the Task Force's final report on the Postal Service until after the mid-term elections. The Task Force was created in April to review the operations and finances of the Postal Service. Their report, initially due on August 10th, was to provide legislative and administrative recommendations. The Task Force issued their initial report to the President earlier this month for review, but now the Administration plans to delay implementation of the report until a new Congress is elected.

*Happy Fall
Y'all*



1997 Classic Movie Monsters



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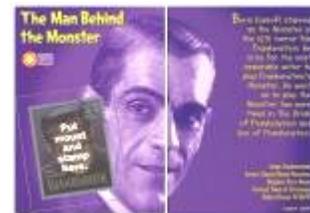
The Classic Movie Monsters stamps were released by the US Postal Service on September 30, 1997, in Universal City, California. The stamps feature five legendary Universal Studios movie monsters and pay tribute to the actors who portrayed them.

Featured on the sheet are Bela Lugosi as Dracula, Lon Chaney as The Phantom of the Opera, Lon Chaney, Jr., as The Wolf Man, and Boris Karloff as both The Mummy and Frankenstein's monster. The selvage also contains a photograph of each actor and his signature.

Illustrated by Thomas Blackshear of Colorado Springs, Colorado. Blackshear worked from original black & white promotional images to create these paintings and bring these monster to life.

Designed by Derry Noyes of Washington, the stamps were issued in a pane of twenty. Along with the stamps, which were 32 cents each, USPS released first day covers and other merchandising such as refrigerator magnets, T-shirts and badges.

Also released were a set of 'Stamper Saver Cards', which featured two cards per stamp: one featuring a short character study of the monster, while the other had a short biography of the actor who portrayed it. Each Stamper card came with a space where the stamp could be attached and each pair of cards was cleverly designed so they could be mixed and matched and the image of the monster and star would still fit together. Stampers were clearly aimed at kids to help encourage stamp collecting.



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**Mid- Carolinas
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District Representative**
Sally Corriher

Mail Count

The 2018 Special Rural Route Mail Count will begin on Monday, September 17, 2018 and will end on Saturday, September 29, 2018. The effective date of the Special Count will be October 13, 2018, the beginning of PP 22.

New Guarantee Year

The new Guarantee Period begins on October 13, 2018. Prior to the beginning of the new guarantee year, regular rural carriers whose route may be classified in more than one evaluated classification may elect the higher route classification (high option) if the following requirements are met per ART 9.2.C.7a:

Rural carrier actual work hours will not exceed 2,080 hours during the guarantee period.

Rural carrier agrees in writing to use sufficient annual leave to assure that the total actual hours worked will not exceed the 2,080-annual guarantee.

Rural carrier must have a minimum of ten (10) years from the retirement computation date.

The Relief Day Work List will be posted on September 22, 2018 through Friday, October 5, 2018. The effective date of the new list is Saturday, October 13, 2018. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list. Each time the new relief day work list is established it shall supersede the previous list. Per ART 8.5. Remember if you want to work your relief day, you must sign the new list within the two-week period or you will have to wait until April 2019 to put your name on the RDWL.

RCAs

RCAs often are confused when it comes to earning leave. The question is when can I start earning leave on my auxiliary route or serving a route when the regular is on extended leave. Per ART 10.5 of the contract:

Substitutes and rural carrier associates shall earn leave benefits when serving a vacant route, or when serving the route during the extended absence of the regular carrier in excess of 90 days. On the 91st day, the employee shall be credited with annual and sick leave for the first 90 days. These employees shall be granted leave in minimum units of one day.

Rural carrier associates assigned to an auxiliary route shall earn leave benefits based on the number of hours worked when serving the auxiliary route in excess of 90 days. On the 91st day the RCA shall be credited with annual and sick leave for the first 90 days.

As an RCA you will go into leave earning status on the 91st calendar day in accordance with Art 10.5. Annual and sick leave will be credited to you for the first 90 days. You will earn one hour of annual and one hour of sick leave for every 20 hours worked on your assigned route up to 4 hours of each per pay period. Management must submit a PS Form 50 placing you in leave earning status. A designation 74 is an RCA appointed via PS Form 50 to serve full time on a vacant route or in the absence of the regular carrier for more than 90 days. A designation 79 is an RCA appointed via Form 50 after being assigned to an auxiliary route for more than 90 days. Remember to earn leave an **RCA must be the primary assigned to that route.** If you are not the primary and are just being assigned the work, you are not entitled to leave earning.

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 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.



**Greensboro
District
District Representative**
Jeff Essick

Leave Replacement Q and A

Q: Is a leave replacement entitled to the 2-hour guarantee when required to complete duties in addition to their route assignment for the day?

A: There is no additional guarantee of two hours work or pay, unless the employee is notified prior to clocking out to return after two or more hours to perform the additional duties.

“Leave replacements may be required to perform duties in addition to the route assignment; such as, auxiliary assistance on other routes, express mail duties, etc. When performing additional duties, the leave replacement will receive compensation at the hourly rate, separate from the daily evaluated hours for the assigned route, in accordance with Part 560 of the Handbook F-21. There is no additional guarantee of two hours work or pay, unless the employee is notified prior to clocking out to return after two or more hours to perform the additional duties.” (Step 4; F95R-4F-C 97037351 A. Parkerson Temecula, CA; 3-12-98)

Q: Is a leave replacement considered unavailable in accordance with Article 8.5.A of the National Agreement on the relief day of a regular rural carrier when the leave replacement is assigned duties consisting of Express Mail deliveries?

A: No. Management should not consider a leave replacement unavailable when they are performing duties other than carrying a route.

“A leave replacement assigned to duties per Article 30.2.Q. will not be considered unavailable for the purposes of Article 8.5.A.” (Step 4; J95R-4J-C 01254605 Class Action Traverse City, MI 6-24-06)

Q: Is management required to ask the regular carrier before utilizing their leave replacement on another route?

A: Management is not required to ask the regular carrier if they plan on taking leave. However, in order to maintain a good workplace environment, they should do so where practicable.

“The parties agree that it is not practical, in every office or situation, to confer with the regular rural carrier prior to assigning the primary leave replacement on that carrier's route to another route. Additionally, there is no contractual requirement for such consultation. Nevertheless, the parties agree that the practice of conferring with the regular rural carrier before assigning his/her route's primary leave replacement to another route, where practical, is generally advantageous to the local parties. Such practice should assist in improving the workplace environment.” (Step 4; H95R-4H-C 02094291 N. Abercrombie Douglasville, GA 5-24-04)

Q: How is the leave replacement paid when the regular carrier in limited duty status works portions of his/her assigned route?

A: When a regular carrier on limited duty works on his/her route and a leave replacement is also utilized for portions of the duties, the leave replacement is paid for the actual hours worked and the regular carrier is paid the evaluation of the route. The basis for paying in this manner was detailed in a denial of a Step 4 grievance from Decatur, IL. That denial basically says that “the work provided by the substitute rural carrier is analogous to providing auxiliary assistance. Thus, the substitute rural carrier shall be paid actual time for the work hours performed.”

“It is the position of the postal Service, therefore, that the grievant was properly assigned to carry her own route within the medical limitations prescribed by her physician. Moreover, the parties have previously agreed in case HIR-5D-C 24519 (containing a similar issue) that Due to the unusual nature of this circumstance the work provided by the substitute rural carrier is analogous to providing auxiliary assistance. Thus, the substitute rural carrier shall be paid actual time for the work hours performed.” (Step 4; R7R-4L-C 28490 Beckmeier Decatur IL 6-19-91)

Relief Day Work List (RDWL)

The first opportunity to sign the relief day work list will be three weeks prior to the beginning of the new guarantee period and will be effective at the beginning of the new guarantee period. When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will, per **Article 8, Section 5. Relief Day Worked of EL 902 (Our Contract)**:

(Continued on page 32)

(Continued from page 31) **Relief Day Work List**

1. Select carriers on the list, in order of seniority on a rotating basis, to work on the relief day.
 2. If the need still exists, the Employer will accept volunteers from regular carriers not on the list before requiring regular carriers not on the list to work the relief day. Such requirement will be by juniority.
- B. On the day the regular carrier works the relief day, the assigned leave replacement may be required to work any route in the delivery unit consistent with the provisions of this Agreement. Administrative errors in the assignment of work to regular carriers on relief days will not result in monetary remedies.
- C. The Employer is not required to work any regular carrier on a relief day if it would cause the carrier to exceed the hours of the annual guarantee or fifty-six (56) actual hours within one (1) week.

Relief Day Work List Q and A

Q. When will the RDWL be posted?

- A. The RDWL will be posted three weeks prior to the beginning of the new guarantee period. The new guarantee period begins on Saturday October 13, 2018.

The RDWL should be posted for sign up on September 22, 2018 and remain open through October 5, 2018.

Q. When will the new RDWL become effective?

- A. The new RDWL will be effective October 13, 2018.

Q. If I sign the relief day work list (RDWL), can I decline to work a relief day?

- A. No, a carrier who signs the RDWL is agreeing that he or she is ready and willing to work any relief day as needed.

Q. Once I sign the RDWL, can I decide at a later date to remove my name from the list?

- A. Yes, a carrier may remove his or her name from the RDWL at any time. However, if the carrier is scheduled to work a relief day prior to removing his or her name, the carrier must work that scheduled relief day.

Q. Can a carrier on the RDWL who is selected to work a relief day defer to another carrier on the RDWL?

- A. No. A carrier must work their relief day when

selected based on the rotation of the RDWL.

Q. Can a leave replacement be required to work on a route that they do not know as a result of the regular carrier working the relief day?

- A. Yes. A leave replacement may be required to work any route in the delivery unit, even if they have not previously worked the route. The leave replacement would be entitled to be compensated for the evaluated hours of the route or the actual hours worked, whichever is greater in accordance with Article 9.2.M.3 if required to work a route that he/she had not carried in the past 12 months (or never carried before).

Q. If I sign the RDWL and all the routes in my office are moved to another office, will my name remain on the RDWL in the new office?

- A. When all routes in one office are moved to another office, the RDWL in the original office is merged with the RDWL in the new office.

Q. If my office is a Remotely Managed Post Office, under the direction of a postmaster in an Administrative Post Office, is one RDWL utilized for all of the offices associated with the Administrative Office?

- A. No. As with stations and branches, the RDWL is established for each RMPO and APO individually. Each is considered a separate delivery unit for this purpose. The RDWL is administered and utilized separately in each delivery unit. (RMPO or APO)

High/Low Option Election

EL 902 Article 9 Section 2. C.7. Classification Options and Reviews

- a. Any rural carrier whose route may be classified in more than one evaluated classification may elect the higher route classification if the following requirements are met:
- 1) It must be demonstrated that the rural carrier's actual work hours will not exceed 2,080 during the guarantee period. Christmas overtime hours, if any, will increase this benchmark, provided that the hours in excess of 2,080 occur in the last pay period of the guarantee period. Such determination should be based on, but not limited to, the rural carrier's performance during the previous year;
 - 2) The rural carrier agrees in writing to use sufficient annual leave to assure that the total actual

(Continued on page 33)



Junior News
President Lily Gray

We went Zip-lining!

This year for the NRLCA convention we went to the Amway Grand Plaza Hotel in Grand Rapids, Michigan.

At the National Convention, us juniors are checked into the meetings around 8:00 every morning by our parents or grandparents. We spend the day together and are picked up around 5:00 in the evening, also by our parents or grandparents.

Safety is a priority. I want to say that our North Carolina chaperones took great care of us. All of the juniors are very well chaperoned while in their care.

There were 6 juniors from North Carolina this year. We went on two day trips.

On Tuesday we went to a museum close to the hotel. On Wednesday we had a meeting all day and we had our own banquet and dance that evening. We had to be signed in and out of the dance also.

On Thursday we went to Tree Top Adventure Park. We all had a great time there. There were several different zip-lining courses that we were able to ride on. It was the best day of the convention. On Friday we had elections.

It is fun to meet up with new friends from all over the country. I had a lot of fun and look forward to going to Grapevine, Texas next year. I believe that if you don't know about the juniors program you should look

into it. I hope more of you consider coming. It really is a great experience.

This was my second National Convention. I plan on going to many more.

Also, I have a little side note about safety. If you let your kids wander about by themselves please, please, please make them use the "buddy system" at all times. Because in a lot of situations, if they are alone they could get harassed / taken advantage of.

I know this because it happened to me this year. I was with some "friends" after my buddy I had been with left. They said some sexual and racist remarks to me and grabbed my wrist, held me down, etc.

I'm Okay.

I just want to say, if this does happen to you **please** get away as quick as you can and call someone immediately (parents, guardian, police, close family). I know it's hard, trust me. I know you feel like you can't because you feel weak, stupid, and/or it's your fault. You're **not** weak or stupid and it's **not your fault!**

Thank you :) ~ Lily Gray, NC Junior President



(Continued from page 32)High/Low Option

hours worked, with appropriate consideration of Christmas overtime, will not exceed the 2,080 annual guarantee;

- 3) The rural carrier must have a minimum of ten (10) years from the retirement computation date.

b. Reviews

- 1) National Count, Interim Adjustment, or Special Count

At the time of the national count, interim adjustment, special count, **or just prior to the beginning of the guarantee period** the postmaster must arrange a meeting with each eligible rural carrier to discuss requirements for election of a higher classification for which the rural carrier may qualify. The commitment to use sufficient annual leave in order to qualify for a higher classification must be made in writing to give the postmaster assurance that the actual work hours will not exceed 2,080 hours during the guarantee period. The written commitment must be submitted with the appropriate forms at the time of a national count, interim adjustment, special count, or high option election.

NCRLCA Dues for 2018-2019

Regular...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.

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CHAPLAIN

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9028 Main Street
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National Convention Wrap-up

Auxiliary News

L.E. White

President

I hope everyone has recuperated from the National Convention held in Grand Rapids, Michigan.

We flew in on Sunday as the Auxiliary mandatory meetings begin on Monday for the assignment to our committees. Once we finish and are dismissed we break out into different locations to receive instructions on what is expected of us and to make sure we are capable of performing them.

After attending the Tuesday joint session and hearing the Postmaster Generals message the juniors were dismissed to go on their tour. I was assigned to the chaperone committee so I left with the juniors.

North Carolina was represented by six juniors this year and we had a total of 81 juniors in attendance this year. Bobby Dwyer was selected as the National Junior Parliamentarian. Way to go Bobby!

After being assigned our group of juniors, our first tour was the Museum of a Little Bit of Everything. When we returned to the convention center at around 4:30 the Auxiliary was dismissed so the parents or grandparents were waiting to pick up their kids.

Wednesday, we attended the North Carolina breakfast before we began our meeting. After roll call we received our chaplain's message for the day and then got down to business. We went over and heard discussion on the various constitutional changes presented to the Auxiliary. It was decided that several of them would be joined together and then we voted on them. We finished business early on Wednesday so everyone going to the banquet could get ready for the night.

Thursday, I and two other North Carolina delegates who were assigned as chaperones, attended the junior meeting where we were assigned our group of the day. We arrived at Tree-Top Adventure Park and everyone completed a short training session before they could hit the zip lines and obstacle courses. All the kids had a great day but these chaperones were wore out.

Friday, we began our meeting with roll call and the chaplain's message for the day. All committees submitted their final reports to the Auxiliary. Later we received the juniors for installation of their officers. After installing their officers we drew for scholarships and presented the awards for the junior posters contest. After the juniors were dismissed we received nominations for our national officers and voted on them. The new president submitted her project for the upcoming year. Our new officers were installed and then we were dismissed.

This year's project will be: **"A Program of Awareness"**.

The Humanitarian project: **Francis and Laurie Raimer Scholarship.**

The Americanism project: **Raising awareness for organ donation registration and the life giving commitment to help others with the ultimate gift.**

The Safety project: **The Buddy System**

OCTOBER 2018

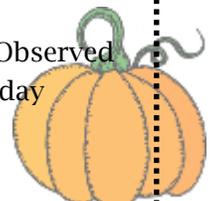
SUN	MON	TUE	WED	THU	FRI	SAT
	1	2	3	4	5 Pay Day	6
RELIEF DAY WORK LIST POSTED-Comes down on October 5th						
7	8 Columbus Day Holiday	9	10	11	12	13 PP-22 New Guarantee Year
14	15	16	17	18	19 Pay Day	20
21	22	23	24	25	26	27 PP-23
28	29	30	31 Halloween			

NOVEMBER 2018

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2 Pay Day	3 Dwyer Retirement Party
4 Fall Booster	5	6	7	8	9	10 PP-24
11 Veterans Day	12 Veterans Day Holiday	13	14	15	16 Pay Day	17
← OPEN SEASON Begins on November 12th						
18	19	20	21 	22 Thanksgiving	23	24 PP-25
OPEN SEASON						
25	26	27	28	29	30 Pay Day	
OPEN SEASON Ends on December 10th						

Dates to Remember

September 3	Labor Day Holiday	November 11	Veterans Day
October 5	Relief Day Work List comes down	November 12	Open Season begins
October 8	Columbus Day Holiday	November 12	Veterans Day Holiday Observed
October 13	New Guarantee Year Begins	November 22	Thanksgiving Day Holiday
November 3	Jeanette Dwyer Retirement Party	December 10	Open Season Ends
November 4	Fall Booster	December 25	Christmas Holiday

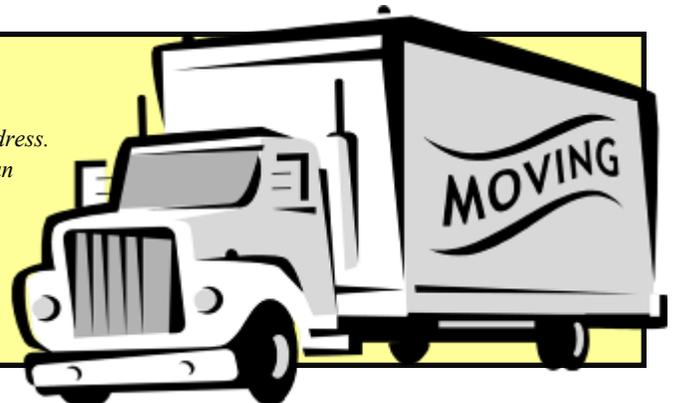




**North Carolina Delegates and Guests
2018 NRLCA Convention ~ Grand Rapids, Michigan**

Are you moving?

*Please notify the Secretary Treasurer of your new address.
Address corrections sent through USPS or to Human
Resources **do not** get forwarded to the Union.
To continue to receive your magazines and
other mail from the union please
keep your address current.
Thank you!*



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