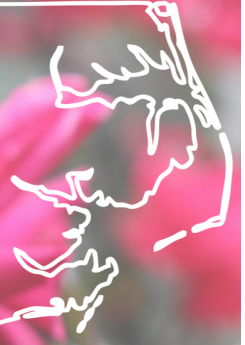




North Carolina Rural Carrier



Volume 41 Issue 1 Circulation 5000 Edited in Spring Lake NC July August 2024

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

Forty Nine First Timers Attend the State Convention



North Carolina First Time Attendees

From left to right; Seated: Karla Martinez, Eric Anderson, Jill Zapata, Melody Gaskins, Bobbie Mauldin, Sabrina Thomas, Emily Flores, BoJuana Thomas, Victoria McLean, Keisha Stover, Veronica Jones, Milagro Perez.

Standing, Middle Row: Rhianna Sears, Kathy Roberson, Tammy Adams, Angela Brown, Shonte Jones, Penny Brooks, Karina Lutz, Charles Rabun, Mary Byrd, Sophia Marshall, Amelia Daynes, Luis Carreno, Angela Reid, Norma Handy, April McElroy Franklin.

Back Row: Corey Coleman, Athina Mancha, Chris Whitten, Suzanne White, Andrew Hazen, Luz Stridiron, Darrell Brothers, Pam Swann, Julie Taylor, Melinda Mejias, Nicole Whiteside, Jonathon Whiteside, Frances Thomas, Dontelle Williams, Lyn Albright, Sheron Harris, George Gahagan III, Wendy Barrett, Carla Smith

Missing from photo are Pam Smith, Melissa Locklear & Lucinda Bradshaw.

**Inside
This
Issue**

**State
Convention
Wrap up**

**Annual
Reports**

North Carolina Rural Letter Carriers' Association

Officers

PRESIDENT

ELAINE ALTHOFF

71 White Pine Dr
Waynesville, NC 28786-3151
Phone 828-456-9352
NCRLCAPresident@gmail.com

VICE PRESIDENT

JAY SCHREIBER

132 Sky Sail Blvd
New Bern, NC 28560-4572
Phone 252-474-7473
NCRLCAVP@gmail.com

SECRETARY/TREASURER

VICKI GRAY

424 Wapiti Drive
Spring Lake, NC 28390-1562
Phone 910-745-8815
NCRLCASecTreas@gmail.com

Albemarle	2	Caswell/ Rockingham	14	Alleghany/Ashe	4
Roanoke Chowan	7	Tri-County/N Wayne	25	Burke/Caldwell/Catawba	9
Durham/Orange	12	Yadkin River	26	Foothills	10
Cleveland/Gaston/Lincoln	29	Six County	28	Smoky Mountain	11
McDowell/Mt Mitchell/ Buncombe/Madison	36	Mecklenburg	38	Union	52
Watauga/Avery	57				

Executive Committee

SAFETY

TELISHA LOCKLEAR

PO Box 631
Raeford, NC 28376-0631
Phone 910-785-2954
NCRLCASafety@gmail.com

FEHB

TRACY GREER

PO Box 41
Vilas, NC 28692-0041
Phone 423-707-5578
NCRLCAHealth@gmail.com

RETIREMENT

BRIAN HAMLETT

7668 NC Highway 62 N
Blanch, NC 27212-9257
Phone 336-514-7406
NCRLCARetirement@gmail.com

Peach Belt	5	Alamance	1	Brushy Mountain	3
Southeastern	8	Sandhills	20	Sea Level	23
Central Carolina	16	Guilford	30	Wake	24
Johnston/N Harnett	34	Roanoke/Beaufort/Hyde/Pitt	44	Rutherford/Polk/Henderson/Trans	47
Randolph/Montgomery/Davidson	42	Piedmont	50	Tidewater	52

Appointed Officers

CHAPLAIN

JESSE RAY FARMER JR

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

P.A.C. CHAIRMAN

BRENDA GIBBS

5877 Turner Smith Road
Browns Summit, NC 27214-9523
Phone 336-656-0123
NCRLCAPACman@gmail.com

WEBMASTER

RENEE JOHNSON

383 Clint Johnson Road
Wilkesboro, NC 28697-7243
Phone 336-984-2368
NCRLCAWebmaster@gmail.com

**AUTO-HOME INS. REP.
CARLTON CRUTCHFIELD**

3473 Yarboroughs Mill Road
Milton, NC 27305-9105
Phone 336-514-3861
NCAutoInsRep@gmail.com

P.A.C. CO-CHAIRMAN

CELESTE BRITT

442 Coy Smith Rd
Albertson, NC 28508-9433
Phone 252-560-9162

HISTORIAN/PHOTOGRAPHER

DEBBIE BENNETT

219 Cecil Ave
Spring Lake, NC 28390-2522
Phone 910-436-6487
NCRLCAHistory@gmail.com

The *North Carolina Rural Carrier* is published bi-monthly as a benefit to the members of the NCRLCA. It is printed by Williams Printing of Fayetteville, NC and mailed at standard rate by permit from Fayetteville, NC. Articles and photos must be submitted to the editor by the 10th of the month prior to publication. Late submissions may or may not be printed.

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

Table of Contents

National Emergency Hotline

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

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

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

Please keep this phone number for future use.

WEBSITE

Please visit
www.NCRLCA.org
for all the latest news.

This month the password will be H2o_Hydr8!

The password will be changed to the above on July 31, 2024.

At this time the password is only needed to access the Junior Auxiliary page.

Cover Photo

June Roses

By Debbie Bennett

Auto-Home Owners Insurance	17
Auxiliary News	42
Calendar	43
Chaplain's Message	5
Delegate List for National Convention	15
District Representatives & Area Stewards	32-36
Dues Rates	27
Emergency Hotline Number	3
Financial Report	21-24
Grievance Form Example	37-38
Junior Auxiliary News	39-41
Legislative News	16-17
Memorial List	6
NCRLCA Website & Password	3
Obituaries	5
Officer Assignments	2
Officer Reports	26-31
New Executive Committeeman	11
PAC	18
PAC Luau Photos	24-25
Past President's Message	7
President's Message	4
RCHBP	10
Retirement	8
Safety	9
Stamp Out Hunger Food Drive	20
State Convention Summery	11-14
Webmaster	19



President
Elaine Althoff

This is my first message to you as your newly elected President. First, I want to thank the delegation at our State Convention in Great Wolf Lodge, Concord for this honor. I promise you I will do the very best job I can during the coming year to represent you.

My first Appointed Officer will be State Chaplin Jesse Ray Farmer Jr. Jesse served as our State Chaplin from 2019-2022 and was the Member of the Year in 2022. You know he is no stranger to us. Welcome back Jesse Ray.

I would also like to welcome Telisha Locklear for a 2-year unexpired term to the State Board. I look forward to working with her as we continue to move forward. Telisha will be your new Safety person, Brian Hamlett will go back to Retirement and Tracy Greer will stay on for now as FEHB.

Our Legislative Rep. Van Heath will be stepping down. Van has given 27 years as PAC Man and legislative representative. Thank you for your time and dedication to this craft for the PAC Campaign. I had the privilege of working with Van on my first Legislative visits. Van is a true professional. I will not be appointing a new Legislative Representative however as this will fall with the Pac chair.

State Convention: We welcomed 199 Delegates, 20 Non-Delegates/guests, 21 Auxiliary members and 104 Juniors for a total of 344 members in attendance. Great JOB! See you next year and bring a co-worker.

Our Aloha themed PAC event was well received. Thank you to those who donated items and congratulations to those who had a winning bid on them and took something great home.

Your State Board has NEW District assignments.

Your board members have changed so please see the district listings for your NEW Board member.

Member of the Year for 2024 was awarded to Dale Sain and Auxiliary Member of the Year for 2024 was awarded to Heather Greer. Congratulations to both of you very fine people.

Point of Personal Privilege- I want to thank past President Audrey Solomon for being a mentor to me and for all her leadership and guidance. We have worked on this board together for a long time.

I truly enjoyed serving as her Vice President as we worked as a team to make the changes necessary for us to move forward. I will continue to make strides to grow this Union, educate and mentor our board and members. As we said it is bittersweet when you have worked with someone that has their heart in it just as you do. It has been a great honor to serve by your side.

“Coming together is a beginning. Keeping together is progress. Working together is success.”
Henry Ford



NRLCA Director of Labor Relations Bridgett Boseak swears in the new North Carolina Board. Left o Right: President Elaine Althoff, Vice President Jay Schreiber, Secretary Treasurer Vicki Gray, Committeemen Brian Hamlett, Telisha Locklear and Tracy Greer.



Chaplain's Message

*Jesse Ray Farmer Jr.,
Chaplain*

Future Plans

Over the last few months, my family has been strategically planning a Disney trip for a total of 11 of us. One of my least favorite activities is to plan a trip. During the time between conversations about a trip and actually going on the trip, I would prefer that someone else such as a family member, travel agent, or leader of the travel group get all of the specifics squared away before I jump on the bus, car, or plane to my destination. There are just too many options, too many decisions and too many people to try to make happy!

If you are anything like me, making big future plans can also bring on stress and anxieties. Are we making the right decision? How will our decisions affect our family or our career? For many people the act of making big decisions can actually cause physical symptoms such as heart racing, increased sweating, trouble

sleeping and decreased appetite. The stress can actually make you sick.

Since the beginning of time, people have had to make decisions. This life has so many challenges, turns, and choices for us to put the burden of plans 100% on our shoulders. Stopping thinking. Praying about future decisions can help calm your fears and worries.

We may find the answers in a friend's wisdom, opportunities that open up for us, decisions that come to us clearly and confidently, or a verse of inspiration from the Bible.

Even if our plans do not go the way we would choose for ourselves, God is ultimately in control of the outcome.

Words of encouragement: If you are having a difficult time with a decision or need someone to support you in prayer and encouragement do not hesitate to reach out to me at 252-939-6826.



Obituaries

Mildred Inez Ennis Scarce, 89 of Leland, North Carolina passed away on April 29, 2024 at her home. She was born in Wallace, North Carolina on June 11, 1934 to Luther Franklin Ennis and Mayetta Estelle Harvell Ennis.

In addition to her parents, she was predeceased by her husband, Frank James Scarce, Jr.; grandson, Colby James Scarce and sisters: Lillian, Gladys, Ruby and Hazel.

Mildred is survived by her son, Frank James Scarce, III and wife Cathy of Wilmington; daughters: Deborah Neal and husband Reggie, and Katrina Haynes and husband Keith, both of Wilmington; grandchildren: Savanna Taylor and husband Stephen, Michelle Shuman and husband Harry, and Robert Neal and wife Roxanne; great grandchildren: Gage Taylor, Levi Taylor, Price Taylor, Tony Shuman, Hunter Shuman and Hank Shuman; special niece, Annette Fountain.

She is also survived by a very special friend, Sammy Oxendine and his son, Chris.

Holly Anne Gibby Hall, 40, of Murphy went home to be with the Lord on Tuesday, May 14, 2024 at home with her family by her side.

She was born in Gaston County, NC to Billy Ray and Brenda Hardin Gibby.

Holly had worked with the United States Postal Service as a Rural Carrier in Hayesville, NC.

She loved the outdoors, spending time with her family and her children. Holly loved that her home was a chaotic life, and will always be remembered for her beautiful smile and outgoing personality. She attended McCelland Cove Baptist Church in Andrews.

In addition to her parents, she is survived by her husband, Marc Hall; sons, Jordan Hall and Caiden Hall, daughters, Macie Davis and Sarah Hall, brothers, Chris Gibby (Shannon). Tim Gibby, and Colton Gibby (Destiny).

MEMORIAL OBSERVANCE

Each year a special service is held at the North Carolina State Convention to remember our members that have passed during the past year. The following members were remembered at this year's Convention in Concord, NC.

JULY 2023 - JUNE 2024

Association Members

JOLENE BARRON.....SYLVA
IRENE BENDIG..... INDIAN TRAIL
ROBER BLACKBURN..... KERNERSVILLE
PAULA BRIDGES..... BESSEMER CITY
CHARLES BRIGGS..... LEASBURG
RICKEY BURGOS..... SPRING LAKE
KORNEY CAMPBELL..... DENVER
WILLIE CARLTON..... CONOVER
MARY CHAPPELL..... HAMLET
WILLIAM CHRISTOPHER..... WAYNESVILLE
STEPHANIE CLARK..... CHOCOWINITY
GERALD DENNY..... JEFFERSON
CATHERINE EDWARDS..... SENECA
PHILIP GOODNIGHT.....SALISBURY
ROGER SHERWOOD GOUGE. BAKERSVILLE
JAMES TERRY HAHN.....NEW LONDON
EVERETTE HAIGLER..... CHARLOTTE
HOLLY HALL.....MURPHY
JAMES HAMBLETON JR.....JACKSONVILLE
ROBERT HAWKINS..... MARION
COLEEN HOPE.....STATESVILLE
KRISTLE HYATT.....RANDLEMAN
ALPHA JENKINS.....ELM CITY
SAM JONES.....WINSTON SALEM
WILLIAM JOYCE.....PILOT MOUNTAIN

DEBRA LANE..... RIEGELWOOD
GAIL LOCKAMY.....WAGRAM
ARJUN MAINALI.....CHARLOTTE
CALEB MCGLOHON.....WILLARD
DELMA MORRIS..... STELLA
RUPPERT PIVER..... HAMPSTEAD
LINDA PUGLISI..... ALBION
DANIEL REID.....THOMASVILLE
MARY ROBESON..... CATAWBA
MILDRED SCEARCE..... LELAND
RUSSELL SEAWELL.....ROBBINS
WILLIAM SMITH SR.....DURHAM
ELLA SWINDELL.....SWANQUARTER
JAMES FRANK SUTTLES.....CHAPEL HILL
ARNETTE WILLEY.....ROCKY MOUNT
SANDRA WILSON.....THOMASVILLE
PATRICIA WINSTEAD..... HENDERSON

Auxiliary Members

WANDA COOK..... DOBSON
JUANITA JONES..... WASHINGTON
ELLIE LEE..... WHITAKERS

*Sometimes you will never know
the true value of a moment until it
becomes a memory.*



Past President
Audrey Solomon

My Final Message

STAND STRONG

Hello everyone. Changes are coming. Most of you have already experienced route adjustments and route inspections. Route adjustments are completed and in effect. If your route was not a 47K or 48K, and you were adjusted to a 43K, please contact your steward. Route inspections are like the old way (when they rode with you) except they are using a scanner. During these inspections, you are mapping your route with management. You are marking the box, stop (where you park to deliver), and door; however, packages can still be put in box during these inspections. Rule of thumb, **scan where you deliver**. This is a time to check your mileage, so please deliver your mail in your line of travel.

The State Convention has already ended. Our guest speaker was the National Director of Labor Relations, Bridget Boseak. In attendance were also USPS North Carolina District Manager, Roselle Murrell, and Manager OPS Integration (District), Amanda Lucas. I hope you all learned something and

as first-time attendees saw how changes are made. We may not always agree on issues, but we are able to debate and make our views known. We are still in contract negotiations nationally; however, until we ratify a new contract the old contract is still in effect. When you receive your tentative contract, please read, and attend a ratification seminar to understand the changes. Also, please return your ballot so your vote will be counted. **ALWAYS remember there is no perfect contract.**

The National Convention is at the Peppermill in Reno, Nevada, August 27-30, 2024. To all the delegates and their families traveling, may God's traveling mercies be with you.

Point of Personal Privilege – As I end my term, I deeply appreciated all your support and kindness over the last nine years. I have had the honor of meeting many great carriers and their families. I would like to ask for God's grace and mercies over your new State Board as they continue to find ways to improve and increase our membership. Congratulations to President Elaine Althoff, Vice President Jay Schreiber, Secretary/Treasurer Vicki Gray, Executive Committeeman Brian Hamlet, Tracy Greer, and the newest member, Telisha Locklear. I wish you all the best. I implore each one of you to get involved.

UNITED WE BARGAIN, DIVIDED WE BEG.

Former State Officers



Former State Officer at the State Convention. Left to right; Seated: Doug Byrum, Pete Williford, Brenda White, Brenda Gibbs, Brenda Prevatte, Bonnie Johnson and Ralph Dagenhart. Standing: Derek Harpe, Carl Kelly, Renee Johnson, James Simmons, Glenn Johnson and Dale Sain.

Vice President

Jay Schreiber



The Three Legs of Retirement Success

It's time to get back to basics on what our retirement will be based on.

The first leg of retirement income is the monthly annuity from the post office, and will be based on the highest consecutive 36 months salary and number of good years as a career carrier. To see where your retirement estimate is go to <https://liteblue.usps.gov/wps/myportal> eRetire (you may have to upload the app the first time). You must be within 5 years of your retirement eligibility date or currently eligible to retire to request an estimate.

The second leg of retirement income is the *Thrift Savings Plan* and it is based on how much and where you contribute your money and the matching contributions, up to 5%, from the postal service.

To check your balance, which fund(s) you are investing or how you are doing go to <https://www.tsp.gov/index.html>.

Social Security is based on how old you are when you start receiving benefits and how much you earned over the highest 40 quarters during your working life.

Recently I spoke with a customer who is 58 years old and had never set up an online account so he didn't realize what he would receive from Social Security when he reached eligibility age. Please go to <https://www.ssa.gov/> and set up your account so you have an idea of what the future benefits could be.

For nearly three years I have written articles about Retirement and have encouraged each of us to have a plan. Another part of your retirement plan should be what are you going to do when you no longer go to work? Some plan on traveling, volunteering in their community or church, spending time with grandchildren and family. Over my Army career taking care of soldiers and talking with postal employees, it's those that don't spend at least 2 days per week involved in something that feel lost when they retire. What ever you choose, please stay engaged in people and life.

“Often when you think you're at the end of something, you're at the beginning of something else.”

– Fred Rogers

Retirees



Retirees at State Convention. Left to right; Seated: Eileen Jensen, Debbie Neal, Claire Glass, Cathy Hogan, Pete Williford, Barbara Koontz, Helen Herman Main, Brenda Prevatte, Marsha Rawls, Doretha Wagoner, Nancy Moose. Standing, Middle Row: Reggie Neal, Doug Byrum, Brenda White, Renee Johnson, Van Heath, Brenda Johnson, Jerry Huffines, Judy Jones, Ralph Dagenhart, Barbara Smith, Ellen Reavis, Dale Sain. Standing, Back Row: Charles Stewart, Derek Harpe, Terry Bell, James Simmons, Glenn Johnson, Mike Shue, Dennis Conley, Bryan Hudgins, Arnold Williams, Richard Hamlett.



Safety

Brian Hamlett
Executive Committeeman

Are You Ready For Hurricane Season?

Hurricane season is upon us! The Atlantic hurricane season starts June 1 and the key to minimizing the impact of a hurricane is preparing. While the coastal regions bear the brunt most often when North Carolina has experienced hurricanes, they have had an impact on every part of the state over the past 20 years.

When planning for hurricane season there are some important things that you should consider:

- Have a NOAA Emergency Radio in your home. Vital information is broadcast over weather radio channels that could save your life.
- Have emergency phone numbers written down in a central location and programmed into cell phones.
- Prepare an emergency supply kit.
- Know the locations of or how to identify shelters in your area. Pet owners should note the location of pet friendly shelters.
- Have an emergency plan with your family so there are preset meeting places in the event you are separated, and communications are down.

Your emergency supply kit should contain essentials to get you through the first few days of an emergency. A few things to include are:

- Nonperishable food and drinking water for at least 3 days.
- Emergency medications supply.
- Emergency Power source such as power banks.
- Flashlight (check the batteries).
- Important documents such as wills, passports, and other Personal ID.
- First aid kit and fire extinguisher.

In the event you are in the path of a hurricane you should be prepared to evacuate. Be prepared to take your emergency supplies with you or have your vehicle stocked with the things you'll need in the event an evacuation is called.

Fill your gas tank and park your vehicle in a protected place if you can. If evacuating, follow the appropriate routes and use caution.

DO NOT DRIVE THROUGH FLOODWATER!! Vehicles can be swept away in as little as 6 inches of water and standing water can hide a road washout that could be many feet deep. As the saying goes, **TURN AROUND DON'T DROWN!**

These are a few tips to get you thinking about hurricane season. There are lots more information sources on emergency preparedness at READY.GOV and the CDC website.

For USPS facility closure information you can call the USPS National Employee Emergency Hotline at 888-363-7462(888-EMERGNC).

Please be prepared and be safe.



North Carolina Highway Patrolman Kevin Barringer addressed the body as part of the Safety program at the State Convention. He spoke about the General Statutes (laws) as they apply to rural carriers.



Rural Carrier Health Benefit Plan

Tracy Greer
Executive Committeeman

Postal Service Health Benefits Timeline 2024

OPM has approved the RCBP for 2025 and OPM will continue to administer the plan. There are several dates and items coming up that active and retired carriers need to be aware of:

- Open Season is November 11, 2024 thru December 9, 2024.
- Special enrollment period is open April 1, 2024 thru September 30, 2024 for annuitants that would like to enroll in Medicare Part B, without paying penalties.
- Medicare part A and Part D are now required for annuitants.
- Coverage begins January 1, 2025.

The Health Insurance plan is constantly evolving, and I am constantly receiving updates and I will pass those along as they arise.

IMPORTANT

The 3-digit enrollment code will be changing for all Health Insurance Plans. Make sure you login to Liteblue and verify your elections during the open season. You may contact me with questions however, the following websites may provide you with more information.

- ⇒ Call the PSHB Navigator Help Line at 1-833-712-7742
- ⇒ Retirees can visit KeepingPosted.org
- ⇒ Visit OPM.gov/healthcare-insurance/ps hb/
- ⇒ Visit RCBPhealth.com/postal
- ⇒ Receive information and updates from USPS by signing up for text messaging notifications by texting “PSHBP” to 39369
- ⇒ Watch your mail and read the NRLCA magazine

Rural Carriers Gave the Gift of Life

As you may know, we partnered with the American Red Cross to perform a blood Drive. Folks, I am very proud of our members. Not only did we fill all the appointments, but we also overwhelmed the bloodmobile bus. We had approximately 15 carriers turned away due to time.

In the end we had 39 carriers that donated blood. I would like to thank The American Red Cross for collaborating with us and the rural carriers for stepping up.

I look forward to this partnership in the future.

I challenged you to give, and I stated that I would donate \$5.00 to PAC for each donor. Not only did we give essential life blood, PAC gained an additional \$200.00 in donations.

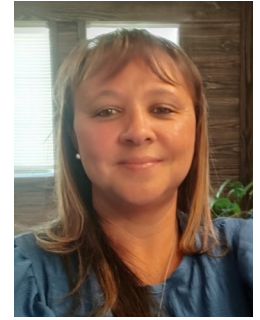
Thank you for making this a successful event!



Kathy Hedrick is just one of the blood donors we had at the Red Cross Bloodmobile on Tuesday during our State Convention at Great Wolf Lodge in Concord.

Introducing Your New Executive Committeeman

Telisha Locklear
Executive Committeeman



Hello my fellow rural carriers.

My name is Telisha Locklear, your new Executive Committeeman!

I am looking forward to serving you and our association.

I have been a rural carrier in Raeford North Carolina for 24 years! I am 41 years old with a wonderful husband and five beautiful girls.

I look forward to making a difference in the future of my fellow rural carriers.

I will be covering Safety in our future issues.

My moto is **EACH ONE, REACH ONE!**

Let's be union strong!



Secretary/Treasurer

Vicki Gray

So, What Happened at the State Convention?

The first thing I want to say is thank you to everyone that attended our 119th State Convention at Great Wolf Lodge. We had another great convention! There were 199 delegates seated. We had 21 Auxiliary members attend and 104 registered Juniors!

Second, is that we had 49 members that attended the State Convention for the very first time! That is fantastic! We hope that all of you will be back next year.

I hope that everyone felt welcome and that you were able to soak up some knowledge and take it back to your co-workers. Maybe you can encourage them to attend in the future.

Last year we had 54 members that attended for the very first time. We had 34 of them return this year as Second Timers! I am so happy all of you made it back, it was wonderful to see so many of you. Thank you all for coming! I hope to see you at many more of our conventions!

OK, now down to the business of the Convention. I

have included a copy of our financial report that was presented to the delegates. It is on pages 21-24. This is not the final report for the year. Our fiscal year ends on June 30th and our finances will be audited by CPA firm Blake & Sherrill at the close of the year. If you have any questions please give me a call. A final report will be available after the financial audit has been completed.

We had a lot of business to attend to this year.

We had two Constitution changes presented to the body from the Constitution Committee.

Change #1 was to add language to pay some up to \$500 to attend SAC. This failed.

Change #2 was to eliminate the Fall Booster. This also failed.

A 3rd change was proposed under new business. Change #3 was to remove the language requiring the Fall Booster to be moved around the state. This change passed.

(Continued on page 12)

(Continued from page 11) **Convention Wrap-Up**

The updated Constitution can be found on our website under the “State Info” tab. A link to the PDF is at the top of that page right before the State Officer listings.

We also had seventeen resolutions reported out by the Resolutions Committee. One was binding and the other 16 were non binding. The binding resolution was to have the NRLCA oppose any further implementation of S&DC or R&DC in the country. This failed.

Four non binding resolutions passed. The rest of them failed. The ones that passed were:

1. Whereas currently there is no way to account for large amounts of carrier sort mail received the day after a holiday. Be it Resolved That the USPS, with input from the NRLCA, develop a reporting program to capture this data from carriers in the field.
2. If an office has received USPS vehicles and those vehicles are not being utilized consistently to run full rural routes, not just for splitting routes, that these vehicles be assigned to routes that are

This is your Union at work. This is where your voice is heard. This is where change begins.

Second Timers!

making multiple trips per day on a regular basis. Further if the office is on a list to receive vehicles routes making additional trips need to be considered for USPS vehicles first.

3. As first assured/promised, RRECS data will be available to carriers assigned to a route.
4. Offices should be provided with extra scanners during peak season so carriers can be paid correctly when being given auxiliary assistance by a RCA.

We had three resolutions brought up later under new business. Two of those passed. They were:

1. PTFs and RCAs if required to work Sundays and/or holidays will be compensated at 150% of their hourly rate for the hours worked regardless of the hours worked for the week.
2. That the NRLCA resume and renew their commitment to the Provident Guild and recognize it as a valuable asset to the NRLCA membership and their spouses.

All of these passed resolutions will now go to National to be presented to the National Delegates. If they pass at the National Convention, then these items will be negotiated for in our next contract.

This is your Union at work. This is where your voice is heard. This is where change begins.

(Continued on page 13)



Second Timers at State Convention. Left to right; Seated: Jacqueline Green, Wanda Bell, Selita Wilkins, Patricia Casey, Callahan Bowers, Brett-Danielle Thomas, Marissa Kestler, Kristina Parks, Candi Pressley, & Tina Mellor. Standing, Middle Row: Samuelle Copeland, Tanisha Green, Christine Ritch, Misty Gates, Alaffia Green, Brandi West, Tikila Mack, Heather Whitener, Mary Boggs, Nina Turner, Daniele Horne & Melaney, Malpass. Standing, Back Row: Julia Bridgers, Jared Compton, Samantha Cullifer, Scott W. Milton, Brittany Blackwood, Alicia Pressley, Denise Peay, Seth Morrow, Brian Spurrier, Eddie Rupard, Nathan Warren & Porsha Snowten.

(Continued from page 12) Convention Wrap-Up

Our National Rural Letter Carriers' Association Director of Labor Relations Bridgett Boseak, was our guest speaker. Bridgett presented us with lots of information on RRECS, rural stats and other news. She also took questions from our members. Bridgett was with us all three days.

USPS District Manager Roselle Murrell and Amanda Lucas, Manager of Operations Integration were able to address the body on Monday morning. They also answered several questions from the floor.

Jesse Ray Farmer Jr. presented our State's Outstanding Member of the year recipient for 2024. Dale Sain received that honor this year. Congratulations Dale!



Dale Sain receives the Member of the Year Award.

Linda Foran visited us via Zoom updating us on National General Insurance. Please consider using National General Insurance for your insurance needs. They really do understand the Federal Torte Claims Act.

Ali Sherrill with Aetna spoke to us about the benefits under the RCHBP Insurance.

Aneka Battle from APCU encouraged us to belong to the APCU and spoke of the many services they offer our members. President Solomon presented Aneka with a plaque stating that she is an Honorary

Member of the North Carolina Rural Letter Carriers' Association.

Our Hall of Fame inductees this year were Van Heath and Reita Gaither. Most of you know Van as our current Legislative Rep. He is also our former North Carolina PAC Chair. He served for 20 years from 1997 to 2017 as our PACMan. He was our North Carolina Member of the Year in 2012 and was inducted into the National PAC Hall of Fame in 2009.

Reita Gaither was the very first woman elected as President of the NCRLCA. This happened in 1997 and she served as President for two years. She was very intelligent and highly respected. She brought many changes with her tenure. Reita began as the first female Chaplain from 1983 to 1984. She was the very first woman to serve on the executive board. Reita was an Executive Committeeman from 1989 until 1995 when she was elected as Vice President.

Van Heath spoke on the legislative issues and where we currently stand on H.R.82 / S. 597 & HR 7629. Van encouraged each of us to contact our Senators and local Representatives.

DR Bethany Small & ADRs Jeff Essick, Kelly Kenny Futch, Eddie Moss, Gail Naillon, Ralph Fernandez, Cliff Workman, Nathan Darden and Tabitha Benfield performed a skit for us all. They all did a great job and should maybe consider a future in the Performing Arts.

RRECS was very much the focus of this convention. We received loads of information for our members. Bethany also had a table for anyone wishing to become a Steward. We need local stewards. They can make a world of difference in your office. If you would like to become a local steward, please get in touch with Bethany.

Four positions were up for election: President, Vice President, Secretary/Treasurer, and Three-year Executive Committeeman. Two of the positions ran unopposed and the results are as follows: President- Elaine Althoff, and Secretary/Treasurer- Vicki Gray.

The Vice President race was between Jay Schreiber and Brian Hamlett. Jay came out as the victor.

The Three-year Executive Committeeman had four challengers as follows: Joshua Rigeisky, Stanley Howell, Telisha Locklear and Tracy Greer. Tracy

(Continued on page 14)

(Continued from page 13) Convention Wrap-Up



Aneka Battle from APCU with her Lifetime Honorary Membership Award from President Solomon and the North Carolina Rural Letter Carriers.

secured his re-election bid for Three-year Committeeman.

There was also a unexpired Two-year Executive Committeeman position opened with Jay elected as VP. We had five candidates vying for this spot. Joshua Rigefsky, Stanley Howell, Telisha Locklear, Angela Morrow and Carlton Crutchfield. Telisha Locklear ending up securing the title.

Again, I want to say thank you to everyone that made this Convention a success. Thank you to all the “Old Timers” for making all the new people feel welcome. Thank you to all of you that brought and shared your knowledge with our membership.

Like I said before, I hope you learned something and I hope you enjoyed yourself in the process.

If you were unable to make it I hope you can come next year. We will be going back to Great Wolf on June 16th through the 18th next year.

See You Next Year!

RCAs



RCAs at the State Convention. Seated: Rhianna Sears, Shalonda Wiggins, Ayana Davis, Donna Hash, Amber Morris, Brett-Danielle Thomas & Kaila Martinez. Standing: Demarcus Poole, Amelia Daynes, Luz Stridiron, Melinda Mejias, Francis Thomas, Sue Hahn, Norma Handy & Brittany Blackwood.

NATIONAL CONVENTION

National Delegate Election by Secret Ballot

Delegates			Alternates		
		Votes Received			Votes Received
1	VICKI GRAY	225.00	52	TELISHA LOCKLEAR	75.00
2	BETHANY SMALL	216.00	53	MARK MCKENDREE	73.50
3	JEFF ESSICK	195.00	54	ALICIA PRESSLEY	73.00
4	BRENDA GIBBS	186.00	55	RICHARD HAMLETT	72.00
5	DENNIS CONLEY	177.00	56	MARY MANGUM	71.00
6	RENEE JOHNSON	173.00	57	GEORGIA KLINE	70.00
7	JAY SCHREIBER	172.00	58	JOSHUA RIGEFSEY	69.50
8	VAN R HEATH	171.00	59	RICKY STAFFORD	69.00
9	TRACY GREER	170.00	60	TERRY BELL	67.00
10	AUDREY SOLOMON	161.00	61	SHARON RUSH	65.50
11	GAIL NAILLON	155.00	62	MARSHA RAWLS	65.00
12	DOUGLAS BYRUM	153.00	63	DORETHA WAGONER	63.00
13	ELAINE ALTHOFF	152.50	64	DONNA HAZEL	59.00
14	DEREK HARPE	152.00	65	TERRY HUFFINES	58.00
15	BRENDA WHITE	147.00	66	PAMELA SWANN	57.00
16	JESSE RAY FARMER JR	145.00	67	CANDI PRESSLEY	56.00
17	BRIAN HAMLETT	140.00	68	MATTHEW SHAW	55.00
18	CARL KELLY	138.00	69	JUDITH JONES	54.50
19	RALPH FERNANDEZ	137.00	70	HELEN WOODARD	54.25
20	BRENDA JOHNSON	136.00	71	ANGELA REID	54.00
21	BARBARA SMITH	133.00	72	KRISTINA PARKS	49.00
22	KELLY KENNY FUTCH	131.00	73	TAMMY CARROLL	49.00
23	BRENDA PREVATTE	129.00	74	NATHAN WARREN	48.00
24	ROBERT GURGANUS	127.00	75	RHIANNA SEARS	46.50
25	PHILLIP FULWOOD	121.00	76	KAY DUNN	46.25
26	JAMES SIMMONS	116.00	77	CARLA SMITH	46.00
27	DALE SAIN	115.00	78	SCARLET HALL	44.50
28	BONNIE JOHNSON	110.00	79	JENNIFER YANKAITIS-HANNER	44.00
29	CELESTE BRITT	106.00	80	DONNA HASH	43.00
30	ROGER SOUTHERN	105.50	81	BRETT DANIEL THOMAS	42.00
31	GLENN JOHNSON	105.00	82	HEATHER WHITENER	40.50
32	ANGELA MORROW	105.00	83	PATRICIA CASEY	40.00
33	RHONDA SEARS	103.00	84	MELODY GASKINS	39.50
34	AMY RUSSO	102.00	85	ANDREW ST CLAIR	39.00
34	CARLTON CRUTCHFIELD	95.00	86	DENISE PEAY	38.00
36	LUTHER PETE WILLIFORD	92.50	87	MARISSA KESTLER	37.00
37	SETH MORROW	92.00	88	ANATINISHA HARPER	36.50
38	REGINALD NEAL	90.00	89	PORSHA SNOWTEN	36.00
39	SHARI SCHREIBER	89.00	90	PENNY BROOKS	35.50
40	DEBORAH NEAL	88.00	91	NORMA HANDY	35.00
41	JERRY HUFFINES	86.50	92	BRUCE CRADDOCK	34.00
42	TABITHA BENFIELD	86.00	93	ANDRAE WALKER	33.00
43	JOSHUA STOW	85.00	94	MARGUARITE WILLIAMS	32.00
44	LEIGH HUFFMAN	84.00	95	ANGELA BETHEA	30.00
45	JAMES MORRISON JR	83.50	96	AUBURN LANCE	23.00
46	CATHERINE HOGAN	83.00			
47	ELISSA GONZALEZ	82.00			
48	ELLEN REAVIS	79.00			
49	LISA TALINI-ZAMORA	78.50			
50	CLARENCE ROGERS	78.00			
51	AMBER MORRIS	76.00			



Legislative Representative

Van Heath

Thank You!

It is now late summer. The 2024 Election cycle is in full swing. Members of Congress are in their districts meeting with you, the voters on an almost daily basis and the majority of commercials on TV and radio are someone saying, "Vote for Me!"

Not a lot is taking place in the Congress, making this a great time to call or write to your member of Congress and to your Senators. Now is when they will pay more attention to what is important to us.

With that said, where do the bills that we are watching stand?

HR 7629, the Protect Our Letter Carriers Act

This bill currently has 81 Cosponsors, and more are signing on each week. I receive two or three emails a week informing me of more members signing on to this bill. We have to get the 218 cosponsors and bring this bill to the floor for a vote before the new Congress takes office in January. If we do not, we will have to start all over again. This bill is important for our safety on the route and for the modernization of the Postal Service.

HR 82/S 597, The Social Security Fairness Act.

We have 320 cosponsors for this bill. Why it has not been brought to the floor for a vote is a mystery.

We now have 7 cosponsors from North Carolina. Back in April, Wiley Nickel (D-13) signed on.

We now need to write to our members; especially the seven cosponsors and ask them to demand that the Speaker of the House schedule this bill for a vote.

HR 3721, The United States Postal Service Equity Act

This is the bill which repeals Prohibition in the Postal Service and would allow us to deliver alcohol just like our competition. This bill may be a lost cause. It is beyond my understanding why Congress would

not give us an equal footing with our competition. There are only 22 cosponsors.

H.R. 5995, the Federal Retirement Fairness Act.

This is the bill that we have been trying to get passed since 1988, that would give us the right to BUY BACK our RCA time towards retirement. We have gained 28 cosponsors in the last couple of months. We are up to 107.

We still only have one cosponsor from our state: Kathy Manning (D-6) and she is retiring at the end of this session. NC District 6 will have a new representative when the 119th Congress is sworn in January.

The only way we are going to get these bills passed is if we write and call our members. There are pre-written letters for all four of these bills on the State and National websites. Send these letters. Ask your spouse and adult children to do the same thing.

• • • • •

At the State Convention back in 1997, the previous PAC Chair was stepping down. I went to each member of the State Board and asked for the job. About a month later, State President Rita Gaither called me and offered me the position. I gladly accepted.

I filled that position for twenty years. I have gotten to know members of our Association from all over our state, as well as the entire nation. I have had the opportunity to work in the National Office on PAC projects twice and have taken part in the Annual State Presidents and Vice-Presidents Capitol Hill visits three times.

At the 2017 National Convention in National Harbor MD, I told State President Mitch Reece that I

(Continued on page 17)

(Continued from page 16) **Thank You!**

would be stepping down the next year after our State Convention. I took off a few months before our State President Brenda Gibbs asked me to serve as the Legislative Rep and of course, I accepted.

As you read this, I have just turned 70. I have been retired for seven years. I have enjoyed serving our Association; but it is time for a younger member to step up and fill this position.

I thank every State President that has allowed me to serve, and I thank every member of our Association that has read my articles and written letters and made phone calls to help our Association move forward. Had I not had these two positions, I would have never met most of you and I am so glad that I did!

I wish everyone the absolute best in your future endeavors. It was a great twenty-seven-year ride.

"No work is insignificant. All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence."

—Dr. Martin Luther King Jr.



Van Heath with North Carolina Hall of Fame Award.



Auto-Home Insurance

Carlton Crutchfield

Got A Ticket!?

Moving and Non-Moving Violations, do they effect your insurance premiums?

Yes, both moving and non-moving violations can affect your insurance rates.

Moving violations, such as speeding tickets or running a red light, are considered more serious offenses and typically result in higher insurance premiums.

Insurance companies view drivers with moving violations as higher risk and believe they are more likely to be involved in accidents; so they may increase your rates to reflect that increased risk.

Non-moving violations, such as parking tickets or

expired registration, may not have as significant of an impact on your insurance rates as moving violations. However, multiple non-moving violations or a pattern of irresponsible behavior can still lead to higher premiums as they may indicate a lack of responsibility on the part of the driver.

It is important to drive safely and follow traffic laws to avoid getting tickets and keep your insurance costs down. If you do receive a ticket, it is a good idea to check with your insurance provider to see how it may impact your rates. Don't hesitate, give National General Insurance a call today at 1-888-325-7727 and one of the knowledgeable representatives will be glad to assist you with questions or concerns!



We've Come A Long Way!

During our spring business meetings Celeste, Van and I presented you with 2 letters to sign to be sent to your Representative. So many of you participated in this letter writing campaign. I had several members send me envelopes full of letters from coworkers, family members and friends. **Thank you** to each member that participated.

We continued this campaign during our State Convention. To my knowledge this is the first time our NC rural carriers have participated in this type of endeavor. Our Representatives received hundreds of letters from us asking for their support on H.R.5995, the Federal Retirement Fairness Act and H.R.7629, the Protect Our Letter Carriers Act.

Prior to the State Convention Kathy Manning, district 6 cosponsored H.R.5995 on March 5th, 2024 for a total of 107 cosponsors by the end of May.

Donald Davis, district 1 cosponsored H.R.7629 on April 9th, 2024 and Kathy Manning, district 6 cosponsored H.R.7629 on May 24th, 2024 for total of 85 by the end of May.

We can not give up. My grandmother used to say that "The squeaky wheel gets the oil."

PAC CHAIR

Brenda Gibbs



Continue sending the letters each month. Call when you can. Their local contact numbers are listed on our NCRLCA.org website on the PAC Legislative page. Van also listed which Representatives represent which counties under 'Your NC Members of the 118th Congress'.

Our final opportunity to have our voice heard this year is in November on Election Day. Make your voice heard then too. If you're not already a registered voter, register to vote and be sure to vote. We need people representing us that ACTUALLY represent us!

THANK YOU to everyone that joined us at the NC State Convention! **You helped raise over \$15,000 for PAC!**

Our raffle winners were:

Pam Farmer won the necklace, Renee Johnson won the decanter set, and Kelly Kenny Futch won the Lowes gift cards. We had two 50/50 winners; Melissa Gaskins and Eddie Moss. Fifteen of our first-timers won prizes also.

Become a Sustaining Donor

Use this form for automatic PAC payments from your checking account.



I hereby authorize my bank to deduct from my checking account the monthly sum of: (circle one)

\$50 \$25 \$15 \$10 Other: \$ _____

Signature: _____ Date: _____

Name (print): _____

Employee ID Number: _____

State: _____ Zip Code: _____ Phone Number: _____

Please attach a voided check or include Bank Routing number along with your account number.

It's Been Busy!

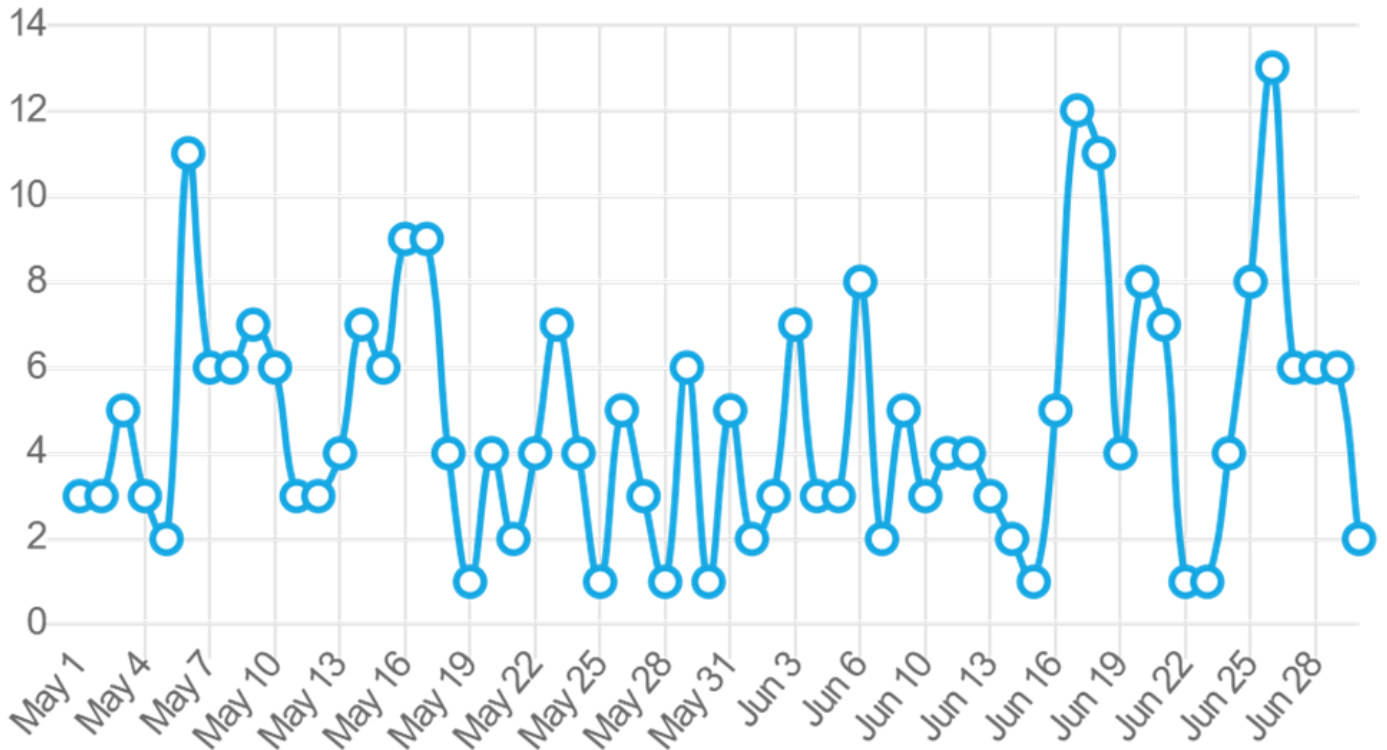
Webmaster
Renee Johnson



May 1, 2024 - Jun 30, 2024
GENERAL STATS AUDIENCE TOP PAGES & VIEWSTRAFFIC

USERS **248** 44%

PAGEVIEWS **545** 31%



For the period from May 1, 2024 through June 30, 2024, our website has had steady traffic with a few articles performing above average.

The May/June Newsletter, list of 2024 National Delegates, and the MOU addressing Leave Carryover for 2025, were the top performers for the past 60 days.

Coming soon will be the Question-and-Answer responses from our wonderful Steward Team who gave excellent examples during the North Carolina State Convention, a gallery of pictures from the North Carolina State Convention for your perusal, and so much more. Check back and often.

As always, if you'd like to see something here, or have questions, you can email me at NCRLCAWebmaster@gmail.com.

Until next time.



Stamp Out Hunger Food Drive

Photos from North Carolina Rural Carriers



Financial Reports from the North Carolina State Convention.

12:07 AM
06/07/24
Cash Basis

NCRLCA Statement of Financial Position As of June 7, 2024

	Jun 7, 2024
ASSETS	
Current Assets	
Checking/Savings	
1000000 · APCU Checking	17,245.57
1020000 · APCU Savings	602,604.89
1020800 · Convention Savings Account	203,461.64
1020801 · State Delegate Pay Acct	159,201.86
Total Checking/Savings	982,513.96
Other Current Assets	
1020908 · APCU - CD 75 - 9/26	103,288.16
1020909 · APCU - CD 77 - 12/06/2025	152,573.36
1020913 · APCU CD 76 5/2027	102,396.54
Total Other Current Assets	358,258.06
Total Current Assets	1,340,772.02
Fixed Assets	2,321.21
TOTAL ASSETS	1,343,093.23
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
200000 · VISA	-6,123.19
Total Credit Cards	-6,123.19
Other Current Liabilities	
2100 · Payroll Liabilities	664.49
Total Other Current Liabilities	664.49
Total Current Liabilities	-5,458.70
Total Liabilities	-5,458.70
Equity	
3900 · Retained Earnings	1,474,509.92
Net Income	-125,957.99
Total Equity	1,348,551.93
TOTAL LIABILITIES & EQUITY	1,343,093.23

NCRLCA
Statement of Activities
July 1, 2023 through June 6, 2024

Cash Basis

	Jul 1, 2023 - Jun 6, 2024
Ordinary Income/Expense	
Income	
4000000 · National General	21,427.82
4030000 · Interest Income	3,573.90
41000 · Interest/Dividends	3,326.38
4200000 · 4200000 - Membership Dues	
4210000 · Member Dues (Cash)	
421100 · Regular Cash Dues	-639.00
4212000 · Relief Cash Dues	54.00
4213000 · Retired Cash Dues	155.00
Total 4210000 · Member Dues (Cash)	-430.00
4220000 · NRLCA Dues Withholding	
4221000 · Regular & Relief D/W	496,237.08
4222000 · Retired D/W	30,992.83
4223000 · NRLCA Employess DW	527.69
4224000 · OWCP - LWOP Payments	281.12
Total 4220000 · NRLCA Dues Withholding	528,038.72
Total 4200000 · 4200000 - Membership Dues	527,608.72
Total Income	555,936.82
Gross Profit	555,936.82
Expense	
5100000 · Awards & Recognition	276.34
5300000 · Employee Benefits	-19,598.61
5600000 · Lodging	
5600013-RENEE JOHNSON	701.62
5600019-Elaine Althoff	4,429.82
5600020-Brian Hamlett	1,910.28
5600021-GREER	2,753.91
5600022-BENNETT	1,290.28
5600005 · Vicki Gray	2,298.44
5600007 · Van Heath	814.61
5600008 · Other	512.92
5600010 · Brenda Gibbs	1,379.55
5600011 · Audrey Solomon	1,846.45
5600025 · SCHREIBER	2,741.83
5600026 · BRITT	814.61
5600027 · Stanley	701.62
5600028 · McKendree	701.62
5600029 · Crutchfield	573.39
Total 5600000 · Lodging	23,470.95
5700000 · National Convention	
5700001 · Other	2,225.25
5700002 · National Delegates	103,608.55
5700003 · Delegate Election Expense	6,086.34
Total 5700000 · National Convention	111,920.14
5800000 · Office Expense	
5800005 · Vicki Gray	7,607.21
5800010 · Brenda Gibbs	229.27
5800011 · Audrey Solomon	107.24
5800021 · ALTHOFF	68.46
Total 5800000 · Office Expense	8,012.18
5900000 · Payroll Taxes	16,393.19
6000000 · Per Capita Dues	
6010000 · District Per Capita Dues	30,456.00
Total 6000000 · Per Capita Dues	30,456.00

NCRLCA
Statement of Activities
July 1, 2023 through June 6, 2024

Cash Basis

	Jul 1, 2023 - Jun 6, 2024
6100000 · Postage	
6100005 · Vicki Gray	1,471.85
6100007 · Other	38.80
6100009 · Brenda Gibbs	216.32
6100019 · ALTHOFF	68.00
	1,794.97
Total 6100000 · Postage	
6200000 · Printing	
6200001 · Other	1,753.68
	1,753.68
Total 6200000 · Printing	
6300000 · Regional Conference	
6300001 · South Atlantic Conference Dues	500.00
	500.00
Total 6300000 · Regional Conference	
6400000 · Rent	
6400003 · Vicki Gray	4,800.00
	4,800.00
Total 6400000 · Rent	
6500000 · Repairs / Maintenance	
6500002 · WEBSITE MAINTENANCE FEES	575.66
	575.66
Total 6500000 · Repairs / Maintenance	
6560000 · Worker's Comp Ins	1,604.00
6600000 · Salaries and Wages	
6600013 · Audrey Solomon	9,486.77
6600015 · Renee Johnson	2,970.05
6600020 · WEBMASTER	5,500.00
6600030 · CONLEY	2,034.88
6600005 · Vicki Gray	84,710.90
6600009 · Brenda Gibbs	9,509.31
6600011 · Appointed-Other	1,007.06
6600021 · HAMLETT	15,757.10
6600022 · ALTHOFF	19,022.00
6600023 · BENNETT	2,242.10
6600024 · GREER	20,198.49
6600025 · SCHREIBER	19,170.08
6600026 · BRITT	11,162.60
6600027 · STANLEY	1,568.86
6600028 · MCKENDREE	1,336.03
6600029 · CRUTCHFIELD	10,214.22
6600000 · Salaries and Wages - Other	0.00
	215,890.45
Total 6600000 · Salaries and Wages	
66900 · Reconciliation Discrepancies	0.00
6700000 · State Meetings	
6710000 · Other Meetings	-110.26
6720000 · State Board Meetings	546.71
6730000 · Fall Booster Meeting	1,866.50
6740000 · State Convention	150,666.69
	152,969.64
Total 6700000 · State Meetings	
6701000 · State Paper	
6701002 · Newsletter Printing	60,523.48
6701003 · Mailing Fee	13,363.06
	73,886.54
Total 6701000 · State Paper	
6900000 · Telephone & Internet	
6900005 · Vicki Gray	2,073.70
	2,073.70
Total 6900000 · Telephone & Internet	

NCRLCA
Statement of Activities
 July 1, 2023 through June 6, 2024

Cash Basis

	Jul 1, 2023 - Jun 6, 2024
7000000 · Travel	
7000016 · RENEE JOHNSON	1,250.40
7000019 · Elaine Althoff	5,783.03
7000020 · Brian Hamlett	5,068.35
7000023 · BENNET	400.00
7000030 · CONLEY	735.49
7000005 · Vicki Gray	3,793.39
7000007 · Brenda Gibbs	3,801.18
7000008 · Van Heath	1,296.48
7000010 · Other	694.53
7000013 · Audrey Solomon	2,627.74
7000024 · GREER	8,098.49
7000025 · SCHREIBER	9,292.00
7000026 · BRITT	4,129.02
7000027 · Stanley	1,011.99
7000028 · McKendree	749.73
7000029 · CRUTCHFIELD	2,420.41
Total 7000000 · Travel	51,152.23
Total Expense	677,931.06
Net Ordinary Income	-121,994.24
Other Income/Expense	
Other Expense	
5000000 · Accounting Fees	7,080.00
7023401 · Payroll Service Fees	563.75
Total Other Expense	7,643.75
Net Other Income	-7,643.75
Net Income	-129,637.99

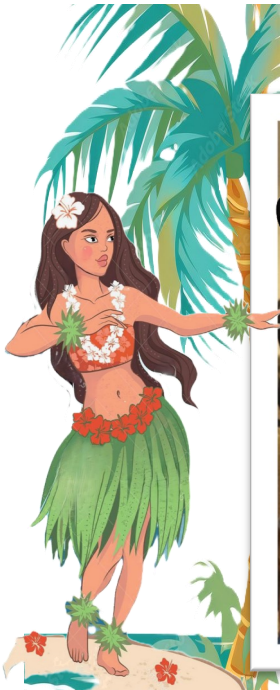
PAC LUAU CANDIDS

More photos at www.NCRLCA.org





PAC LU'AU CANDIDS



Officer's Annual Reports

Elected Officers

President

Audrey Solomon

Hello to all NC Rural Carriers. After 1 year, I have had the pleasure of meeting and fellowshiping with you. Thank you for letting me attend your meetings. I have learned a great deal from you all.

This report will cover my activities as President from June 2023 thru May 2024.

This year began with a State Board meeting immediately following the State Convention in Cherokee, NC, whereas; I received my new district assignments. I attended a 2-day board meeting in Wilmington, NC in November where we reviewed our duties and responsibilities and set up and attended the Fall Booster.

I have had the pleasure of speaking at New Hire Orientations in Raleigh and Greensboro. To all the new Rural Carrier Associates that I have had the pleasure of meeting, I hope you all are still hanging in there.

I attended the SAC Convention and had a short board meeting in Atlanta. I attended a 2-day board meeting in Concord where we finalized the contract for the State Convention. I have had the pleasure of attending seven district meetings from September 2023 through May 2024 and representing you at a 4-day Legislative Seminar in Washington, DC.

I have traveled a total of 2,929 miles using 9 LWOP days, 15 annual leave days, 9 overnights and several ZOOMs. I would like to **THANK GOD** for all my traveling mercies, grace, and guidance.

I would like to thank the State Board members for sharing their knowledge and guidance. Thanks to all the Stewards across the state (Local, Area, ADRs and the DR) for a job well done.

I would especially like to thank my husband Kelvin for his support and patience.

I have genuinely enjoyed meeting and getting to know this LARGE NC Rural Carrier Family. **THANK YOU SO MUCH for giving me the opportunity to serve you.**

Respectfully submitted,
Audrey Solomon

Vice President

Elaine Althoff

This report covers my activities as Vice President from June 2023-May 2024.



Vice President Elaine Althoff & President Audrey Solomon
at the 2024 State Convention.

I began this year by attending the State Board Meeting immediately following the State Convention in Cherokee, whereas; I received my new district assignments.

In August, I traveled to the National Convention in Grand Rapids, MI, which included the Editor Meeting and State of the Union Address. I was also in attendance for all daily meetings and NC Delegates Breakfast and Caucus night.

In September there was the EAP/Postal Inspection Service, Mars Hill, and District

Fall meeting in Charlotte. In November I attended a

(Continued on page 27)

(Continued from page 26) **Reports**

two-day Board Meeting for Officer Training where we learned of our duties and responsibilities and finalized the preparations for Fall Booster in Wrightsville Beach.

I began 2024 with South Atlantic Conference (SAC) in Atlanta, GA, NRLCA Past President Ronnie Stutts Retirement Party in Henderson, TN, the State Board meetings in Concord, one Zoom Meeting, I attended my own District 11 Smoky Mountain meeting in addition to district meetings for the following: District 38 Mecklenburg County Fall/Spring meetings, District 16 Central Carolina, District 14 Caswell/Rockingham, District 9 Burke/Caldwell/Catawba, District 47 Rutherford/Polk/Henderson/Transylvania Spring meetings. I have covered 19 Orientations/Academy for recruitment in Asheville.

I ended my travel season with the Legislative Seminar in Washington DC. On May 1st, 2024. I have traveled 3,394 miles, used a total of 7 Annual Leave days, 38 Leave without paydays and 25 overnights stays during this time.

I would like to thank the State Board members for sharing their knowledge and guidance.

Thank you to all our Stewards (DR, ADR, Area, and Local).

I would especially like to thank my husband Dennis for his support and patience. To my family; Nicole, Brandon, Michael and Meredith for making my late-night travels easier, being my editor and for your support, and encouragement.

It has been a great honor and privilege to serve the NC RLCA family. Thank you for the support, advice, and words of wisdom you have given me throughout my time on the State Board.

Respectfully submitted,
Elaine Althoff

Secretary Treasurer Vicki Gray

The following is my report of my duties during fiscal year 2023-2024.

Membership: Our membership as of June 1, 2024 is 5152 members. In 2023 we had 5114 members.

We had only 4918 members in 2022 on June 1st. On June 8, 2019 we had a high total of 5526

NCRLCA Dues for 2024-2025

Regular, PTF...Cash.....	\$839.00
1187...Bi-Weekly.....	\$32.27
Retired.....Cash.....	\$115.00
1187R...Monthly.....	\$9.58
RCA, ARC.....Cash.....	\$280.00
1187.....Bi-Weekly.....	\$10.77

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."

members. We had 5376 on June 20, 2020. We had 5355 members on June 15th in 2021.

As you can see, our membership numbers have only increased a little bit from last year. Your State Board attends as many new hire orientations as we can to recruit new carriers into our membership. Unfortunately 40% of these new hires separated within the year.

Our current membership consists of 2836 regular carriers; 162 PTFs; 1335 relief carriers; and 88 ARCs. There are 722 retired members. We also have 9 associate members.

I have processed 1189 new membership forms this fiscal year. 33 of those were regular carriers. Out of these 1032 new members, 422 of them were RCAs or ARCs that have already separated from the Post Office.

From our membership, we had a total of 59 regular carriers and 735 relief carriers that actually separated from the US Postal Service this fiscal year. These numbers do not include any carriers that were not members.

We had 42 members pass away this year.

There were 36 regular carriers that canceled their membership this year. Fourteen of these have left the craft for management positions.

Non Members: North Carolina currently has 2960 non-members in our craft. There are 1310 regular carriers, 74 PTFs, 1113 RCAs and 463 ARCs that are not members of the union.

I want to remind you that our National office still has the **Recruit A Friend Today (RAFT)** incentive program. You will receive \$15 for each RCA or ARC that you recruit and \$50 for each regular carrier or PTF that joins.

(Continued on page 28)

(Continued from page 27)**Reports**

Please encourage **all** carriers to join the NCRLCA. We need members. We have strength in numbers

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

The LM 2, which is the financial report from the state to the Department of Labor (DOL), was prepared at the close of our fiscal year and submitted to the DOL in September. Also, all of our local districts are required to submit a LM 4 report to the DOL within 90 days of the close of the fiscal year. All 31 reports were done by me as the administrator for the districts. Copies were sent to each district secretary to keep with their district records.

All of these reports are of public record and can be seen on the DOL website.

IRS and NC Department of Revenue: It is the responsibility of the Secretary/Treasurer to submit bi-weekly all taxes withheld from employee paychecks to the IRS and NC Department of Revenue. Annual and Quarterly reports are required to be submitted to each also. All reports were submitted on time as required.

I also have to file the 990's for the State and all local districts to maintain our non-profit status. These are due in November every year. All 990's were filed prior to the due date.

Travel and Meetings: This year I have gone to 27 new hire orientations or rural academy classes for the purpose of recruiting new members to our ranks. I attended our State Convention in June, the National Convention in August, the Fall Booster in November and SAC in January. I went to two local district meetings last fall and six local spring district meetings. We had just one in person board meeting outside of a state meeting. We did have a few teleconference or Zoom meetings as a board. I also met with our Executive Committee on two occasions so that they could do an audit of our books.

I have driven 5143 miles on association business. I had twelve overnight stays this year.

Financial Report: I have meet with our Executive Committee on two separate occasions so that they could do a complete audit of our records. That report will be presented at the State Convention.

The CPA firm of Sherrill, Blake and Harrison reviews our records every year at the close of our fiscal year. A financial report will be printed in an upcoming issue of the *North Carolina Rural Carrier* after that audit has been completed.

Please feel free to call me if you have any questions or concerns regarding our finances.

Thank you: I want to thank all of our Stewards; from the local Steward to our District Representatives for all that you do. I am happy to see that we have many new stewards certified in North Carolina.

Thank you to the Academy Instructors that assist in the recruitment of new hires. Thanks also to the State Board for their support.

Special thanks to my husband and my family.

Lastly I want to thank you, the members, for allowing me to serve as your North Carolina Secretary/Treasurer. As always it has been my honor and privilege to work for you.

Respectively submitted,
Vicki Gray

Executive Committeeman Tracy Greer

This report covers my activities from June 21st, 2023, through April 26th, 2024.

What a busy year it has been. Over the past 12 months I have attended 25 New Hire Orientations in Charlotte. I would like to thank those that assisted with orientation when I was unable to attend. There were several occasions where the number of new hires exceeded the room capacity and on one occasion there was an overnight stay to attend orientation on Monday and Tuesday. I hope each of the New RCA's I have met are still hanging in and hanging on!!

I have attended 4 State Board meetings, 3 SAC Board meetings, and met with Vicki Gray at the CPA firm of Sherrill, Blake, and Harrison to request a full audit of the State Financials'. I have also attended numerous zoom calls and spent countless hours writing articles, preparing presentations, and studying the Rural Carrier Benefit Plan to better serve my fellow carriers in my role as Federal Employees Health Benefits Representative, and answering questions via phone and text.

In addition to these activities, I also attended the State Convention in Cherokee, NC, National Convention in Grand Rapids Michigan, Fall Booster in Wrightsville Beach, NC, and SAC in Atlanta, GA. I have attended 6 District Meetings as the State Officer. I have had 18 overnight stays, used

(Continued on page 29)

(Continued from page 28) **Reports**

approximately 57 LWOP days, 2 Vacation Days, and traveled approximately 8,200 miles. This Also includes my Duties as SAC Board Executive Committeeman.

It has been an honor and privilege to serve our Union, representing all the carriers, introducing New RCA's to the craft and attending district meetings. I look forward to seeing each of you at the State Convention and look forward to serving you in the future.

Respectfully submitted,

Tracy D. Greer-Executive Committeeman Chair

Executive Committeeman Brian Hamlett

This report is submitted to state my activities on behalf of the NCRLCA as Executive Committeeman from May 23, 2023 through May 15, 2024.

I attended 21 New Hire Orientations in Greensboro, and was compensated for 40 days of LWOP to attend these as well as State Convention, Board Meetings, SAC, and Fall Booster. I was reimbursed for 6,270 miles of travel and 5 overnight accommodations.

It's been an honor and pleasure serving the members.

Respectfully submitted,

Brian Hamlett

Executive Committeeman Jay Schreiber

This report covers my activities as Executive Committeeman from June 19, 2023 through June 16, 2024. Attending the state convention at Cherokee started off the 2024 year with the delegates electing me for another 3 year term. Thank you for your vote of confidence. We had a wonderful showing of even more first timers, a total of 54, as well as 25 delegates back for a second year. By the time this is published, my hope is Great Wolf Lodge will have similar increase in participation.

After closing the 2023 State Convention, the board choose which districts we would have responsibilities over. I was given 5 districts west of Greensboro;

Brushy Mountain, Foothills, Guilford, Piedmont and McDowell/Mt Mitchell/Buncombe/Madison.

Between fall meetings at most of those districts, the state fall booster, SAC, board training, audit and planning meetings as well as 6 district business meetings (Sea Level for President Solomon), I traveled 7,900 miles and spent 24 nights away in a hotel. Add in 19 orientation presentations at the Wilmington Myrtle Grove post office during the year, added additional 3,838 miles. In total I used 43 LWOP days during the year for my board duties.

In those meetings, carriers were encouraged to invite coworkers, their own rural mail carriers and vote when ballots arrive in their mailbox. I hope those reading this took the time to vote on delegates representing North Carolina to the National Convention and any upcoming contract being negotiated. Your participation is needed to make the NRLCA better and stronger.

In closing I would like to thank my bride Shari for her continuing support, God for blessing me with this opportunity to serve, and the membership of the NCRLCA for stepping up when challenged.

YOU can make a difference. YOU can be the change. YOU can start the fire. YOU can be the flame.

Respectfully,

Jay Schreiber

Appointed Officers

Historian/Photographer Debra Bennett

President Solomon, State Board and fellow rural carriers, this is the North Carolina Rural Letter Carriers' Historians Report for the year 2023-2024.

On June 19, 20 & 21, 2023 the 118th Annual State Convention of the North Carolina Rural Letter Carriers' Association and the 97th State Convention of the Auxiliary was held at the Harrah's Resort in Cherokee. NCLCA Director of Steward Operations Shirley Baffa was our honored guest.

Your elected Officers are:

President Audrey Solomon

Vice President Elaine Althoff

(Continued on page 30)

(Continued from page 29)**Reports**

Secretary Treasurer Vicki Gray
Your Executive Committeemen are:
Tracy Greer
Brian Hamlett
Jay Schreiber

The 2023 NCRLCA Member of the Year is Mitch Reece.

Hall of Fame inductees were C. Harold Knight and Harry Kirk.

The National Rural Letter Carriers' Association Convention was held in Grand Rapids, Michigan on August 15-18, 2023. North Carolina had 51 delegates in attendance.

Our Fall Booster took place at Shell Island Resort in Wrightsville on November 12, 2024.

The South Atlantic Conference (SAC) was held on January 27-29, 2024. APCU did not hold their usual annual meeting this year.

This concludes my report for this year.

I would like to thank the State Board for allowing me the opportunity to serve as your Historian/Photographer. It has been my honor to serve you.

Respectfully submitted,
Debbie Bennett

Editor
Vicki Gray

This was my ninth year as your editor of the *North Carolina Rural Carrier*,

I am proud to say that our *North Carolina Rural Carrier* newsletter received it's second an Honorable Mention Award in state publications at the 2023 National Convention. We received an Honorable Mention Award in 2022 also.

Editors are invited to enter the NRLCA State Publications Competition each year for the General Excellence Award to be given out at the National Convention. The General Excellence Award recognizes publications that best serve the membership of the State Associations.

I want to thank everyone that wrote an article for our newspaper. Our officers and our stewards do their best to provide relevant, informative articles for us. I also want to thank our members for sending in those milestones and other rural carrier stories and photos. We received this award because of all of these

contributions. Thank you all for making our newsletter a success. Please send me those photos from your office.

We printed six editions of the *North Carolina Rural Carrier* this year. The smallest issue was 28 pages and the largest had 44 pages. There were 220 pages overall, with a grand total of 29297 issues printed and mailed.

The average cost per issue was \$2.07 for printing and 46 cents for the postage. The average total cost for each newsletter was \$2.53 this year.

I want to remind you to check out our website (www.NCRLCA.org) to get the very latest information. In today's world the news in almost instantly online. The printed edition is nice to have in hand but it is not always timely. All news is added to the website as soon as possible once we receive it.

Additionally, we would love to hear your ideas for improving the *North Carolina Rural Carrier*. Last year we added the "RCA Corner" because of your suggestions. Is there something else you would like to see included? Please let us know.

Remember this newsletter is for you. I hope you benefit from reading it.

Respectfully submitted,
Vicki Gray

Auto/Homeowner Insurance
Representative
Carlton Crutchfield

The report below outlines my activities from June 2023 to June 2024.

I participated in the NC State Convention in Cherokee, NC, the National Convention in Grand Rapids, Michigan, Fall Booster in Wrightsville Beach, NC, and SAC Conference in Atlanta, GA. Additionally, I attended 1 local spring district meeting and 24 new hire orientations. I used 29 LWOP days and was reimbursed for 3,676 miles of travel and 5 overnight hotel stays.

I am grateful to the NCRLCA board for giving me the opportunity to serve as the Auto/Homeowner Insurance Representative.

Respectfully,
Carlton Crutchfield

(Continued on page 31)

Webmaster Renee Johnson

This report covers my activities in service to the North Carolina Rural Letter Carriers Association as Webmaster for the year beginning in June 2023 and continuing through May 2024.

During this period as the webmaster, I performed all duties of the NCRLCA website including the following:

- Links to the National Office so that they might double-check compliance with the guidelines.
- Posted District Meetings and Events
- District-wide job bidding opportunities
- Newsletters
- All required Steward Training Dates
- South Atlantic Conference Details and Registration Information
- NC State Convention Details and Registration Information
- Mini Mail Survey Data and Training Locations & a Training Video
- National Convention Details and Registration Information
- Delegate Registration Details and Forms

- Retirement Information
- Fall Booster Details and Location
- Up-to-date Steward Information & Office Assignments per Steward
- Legislative News
- Updates for PAC
- Photo Galleries
- Changes to the PSHBP
- Benefits Open Season
- Membership news
- Scholarship Forms
- Insurance Updates, and all other pertinent information our craft needs to be informed and take advantage of all their benefits and opportunities, and analyzing the website performance statistics.

I attended the State Convention in June of 2023, Fall Booster in November 2023, and recruited new members for our association.

These activities have resulted in 9 Union Work days, continuous maintenance to the website, and 1,680 miles in service to the NCRLCA.

I want to thank the NCRLCA State Board for allowing me the privilege and honor of serving this great Union, my family for supporting my efforts in service to the NCRLCA, and the membership for all your kindnesses, well wishes, and encouragement.

Respectfully submitted,

Renee Johnson

North Carolina District Representative

Bethany Small

PO Box 11001
Southport, NC 28461-1001
910-477-2429

Bethany.Small@nrlca.org

Full Time Assistant District Representatives

Eddie Moss

PO Box 1271
Gaffney, SC 29342-1271
864-504-1712

Eddie.Moss@nrlca.org

Kelly Kenny Futch

PO Box 146
Holly Ridge NC 28445
(910)-818-4843

Kelly.Futch@nrlca.org

Cliff Workman

PO Box 408
Catawba, SC 29704-0408
803-748-6155

William.Workman@nrlca.org

Gail Naillon

PO Box 12
Roxboro, NC 27573
336-455-3973

Gail.Naillon@nrlca.org

Ralph Fernandez

PO Box 155
Spring Lake, NC 28390-0155
919-508-7636

Ralph.Fernandez@nrlca.org

Tabitha Benfield

P.O. Box 3212
Salisbury, NC 28144
704-692-7308

Tabitha.Benfield@nrlca.org

Part Time Assistant District Representatives

Nathen Darden

252-619-1588

Nathen.Darden@nrlca.org

Amy Russo

585-590-9243

Amy.Russo@nrlca.org

Area Stewards

Celeste Britt

252-560-9162

celeste.britt@nrlca.org

Brian Hamlett

336-514-7406

brian.hamlett@nrlca.org

Trent Rougeux

252-435-5908

trent.rougeux@nrlca.org

Tamara Fisher

704-418-1078

tamara.fisher@nrlca.org

Georgia Kline

585-590-9243

Georgia.Kline@nrlca.org

Josh Scariot

919-455-0959

joshua.scariot@nrlca.org

Phillip Fulwood

910-443-7110

Phillip.Fulwood@nrlca.org

Amber Morris

301-514-1041

amber.morris@nrlca.org

Jay Schreiber

252-474-7473

jay.schreiber@nrlca.org

Elissa Gonzalez

919-559-7539

Elissa.Gonzalez@nrlca.org

Angela Morrow

704-816-0476

angela.morrow@nrlca.org

Lisa Talini-Zamora

336-749-3445

Lisa.TaliniZamora@nrlca.org

Tracy Greer

423-707-5578

tracy.greer@nrlca.org

Kathy Roberson

704-534-0664

kathy.roberson@nrlca.org

Brandi West

828-707-4308

brandi.west@nrlca.org



North Carolina District Representative

Bethany Small

Our Skit Was A Hit!

Hello everyone!! I want to personally thank everyone who was able to attend the NC State Convention in Concord at the Great Wolf Lodge.

We had record-setting attendance and a fun-filled 4-day event that really demonstrated the commitment of our carriers to our craft.

Director of Labor Bridget Boseak was in attendance to share information from the National Board, and she even stated that this was the biggest state convention she had ever attended! We packed in all kinds of activities, events and seminars and while Wednesday afternoon brought fatigue from the excitement of the previous 4 days, I could not help but feel proud of the Carriers and attendees, the State Board, and the Steward System in this great state. I am already looking forward to next year's convention, which will also be held at the same venue.

On Sunday afternoon, we hosted a Labor seminar that was open to everyone, although geared towards Stewards. We discussed many topics, but we focused on the grievance process, appealing Step 2s and RRECS information.

On Tuesday afternoon, the ADRs and myself did a series of skits that were intended to get the audience involved, and it certainly did.

In between each of the 8 skits, the audience interacted with us to discuss the issues the skits illustrated. I was pleasantly surprised to see just how well-versed our carriers are with the contract – so many of you got involved, which made it so much fun! Each of the ADRs could certainly have a career in Performing Arts, their acting was award-worthy! Each of them was asked to take their characters to an extreme and they delivered! I am so proud of the Steward team and as usual, they took what was asked of them and exceeded every possible expectation.

I can only look forward to next year while we

contemplate a way to top this year's Steward Presentation.

We also are welcoming Tabitha Benfield to a full-time position, which she has worked tirelessly towards for many years. She will be taking over the territory of Jeff Essick, who has retired.

I want to thank Jeff and his family for nearly 4 decades of service to the USPS and the NRLCA. He has more than earned his retirement. He will be sorely missed by the entire association, but most notably by the carriers he has served and the Steward team that he leaves behind. THANK YOU, JEFF, – and congratulations on your retirement!



Jeff Essick was recognized for his long career and dedicated service to our craft. He has officially retired.

Summer can be a brutal season for Carriers, especially when we are dealing with the effects of the intense heat that we are known for here in North Carolina. Please remember to stay hydrated with non-caffeinated, low or no-sugar fluids.

Also make sure that you remain observant of your physical condition, sweating is good as it is your body's way of cooling. If you are working in high temperatures and feel light-headed or nauseous, or if

(Continued on page 36)

ADR Skit About a Toxic Office



Eddie Moss as the Postmaster.



Kelly Kenny Futch as the Supervisor and Eddie Moss as Postmaster having a PDI with Tabitha Benfield as the Local Steward and Cliff Workman as the rural carrier in trouble.



Ralph Fernandez as the office snitch eavesdropping on the conversation between Steward Tabitha Benfield with rural carrier Cliff Workman.



Nathan Darden as the brand new RCA being thrown on a route he's never carried.

Nathan Darden as a new RCA encountering Jeff Essick as a retired USPS Supervisor complaining about his mail delivery.



Snitch Ralph spying on Gail Naillon as the POOM confronting RCA Nathan about misdelivering mail.



Final Act~ POOM Gail tells management Kelly and Eddie that Nathan is fired while Ralph listens in.

Local Stewards



Local Stewards at State Convention. Seated; Left to right: Marissa Kestler, Wanda Bell, Kristina Parks, Tikila Mack, Tanisha Green, Elissa Gonzalez, Kenesha Williams, Keisha Stover, Veronica Jones, & Porsha Snowten. Standing; Middle Row: Penny Brooks, Arlenea Hair, Brett-Danelle Thomas, Rhonda Sears, Candi Pressley, Alaffia MacDonald, Luis Carreno, Charles Rabun, Suzanne White, Carla Smith, Brenda Gibbs, Samuelle Copeland, Melaney Malpass, Scarlett Hall & Kathy Roberson. Standing; Back Row: Tamara Fisher, Misty Gates, Leigh Huffman, Heather Whitener, Corey Coleman, Telisha Locklear, Amber Morris, Samantha Cullifer, Alicia Pressley, Angela Morrow, Julia Bridgers, Lynn Hickey, Athina Mancha & Daniele Horne.

(Continued from page 33) Skit Was A Hit

you have stopped perspiring you need to seek a cool location out of the sun to address your deteriorating condition. Once your body has stopped sweating, you are in dangerous territory.

It is also important to remember that you can



Apparently Gail won some sort of bet with Bethany.

become dehydrated in any kind of weather as well so always bring adequate water with you on the route.

The heat of the summer runs into the volatility of the hurricane season here in the Carolinas every year. What does this mean for rural carriers? Everyone has heard the unofficial postal motto that “neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.” Sometimes, however, there may be circumstances that make the completion of our appointed rounds impossible.

The first and most important thing to remember is the safety of you and your family. Secondly, we must make every safe and reasonable effort to report to work and to carry out our duties in as safe a manner as possible. Communicate with management when you do not feel that this is possible.

As always, stay safe and thank you all for everything that you do for your craft and customers!

CHECK THE
WEBSITE FOR
THE LATEST NEWS
WWW.NCRLCA.ORG

NO TEXTING PLEASE

The NRLCA does not want the employees of the National Steward System (NSS) texting. This includes your DRs, ADRs, Area Stewards and Local Stewards

Texting is not an acceptable form of business communication.

When needed, please **CALL** your assigned Steward or Representative.

Procedure to File a Grievance

(See Example PS Form 8191 on next page)

You fill out the sections with red dots (# 1 – 4, except 3b & 3c). Management fills out the sections with the blue dots (#3b & 3c) when **you** actually file (discuss the issue) the grievance with them. (THIS DISCUSSION MUST BE WITHIN 14 DAYS FROM THE DATE IN 3a).

Once you have filed, let management make themselves a copy and you must get the original to the steward or representative immediately. The steward or representative **only has 10 days** from the date in 3b to setup a meeting with management.

Include a signed and dated statement telling your side of the issue. This statement is for the steward only. Management will not see your statement.

Never hesitate to call your steward or representative with questions if you need assistance. Never put your entire statement in #4 on the grievance form (PS Form 8191). Just state the issue in the form of a single question. Then, provide the steward with a statement explaining your side of the issue.

NOTE: Just filling out a grievance (PS Form 8191) and sending it to the steward or representative is NOT filing a grievance. You must discuss the issue with management at the time you are filing the grievance and follow the proper procedure.

Management must fill out sections 3b & 3c.



USPS-NRLCA Joint Step 1 Grievance Form

1a. Grievant's Name (Last, first, middle initial) Your Name		1b. Grievant's EIN (Employee Id Number) Your EIN #	
1c. Grievant's Title, Designation Code, and Route No. REGULAR, PTF, RCA or ARC, 71,74,76, 78,79 or 70-5 Your route #		1d. Telephone No. (include area code) Your Number for Steward to call if needed	
1e. Grievant's Mailing Address Your COMPLETE address			
2a. Post Office	2b. Branch/Station	2c. Telephone No. (include area code) POST OFFICE Number	
3a. Date of Incident Date discipline	3b. Date of Step 1 Discussion with (Filing date) Supervisor's Initials	3c. Was Grievance Timely? (Explain) YES Supervisor's Initials	
4. Issue (Complaint) ONE LINE in the form of a question. Example: "Was there just cause for the Letter of Warning?" or "Did management violate the contract when ...?" Include your Statement on a separate piece of paper to be given to your Steward. This is not seen by Management.			

5. Contract Provisions (Articles at issue)
DO NOT WRITE ANYTHING IN #5 OR BELOW.
THESE WILL BE FILLED OUT BY THE STEWARD AND MANAGEMENT AT THE STEP ONE MEETING

6. Full, Detailed Statement of Undisputed Facts (Attachments, as necessary)

DO NOT WRITE IN

7. Management's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

THESE SECTIONS!

8. Management Contentions

(Sections 5-14)

9. Union's Full, Detailed Statement of Disputed Facts (Attachments, as necessary)

FOR STEWARD

10. Union Contentions

USE ONLY!

11. Remedy Sought by the Union

YOU HAVE ONLY 14 DAYS TO FILE A GRIEVANCE.

Blank Grievance forms (PS Form 8191) can be found on both the National and North Carolina websites or obtained from your Postmaster, Supervisor or Steward.

12a. Disposition (Check one) <input type="checkbox"/> Settled <input type="checkbox"/> Denied <input type="checkbox"/> Withdrawn <input type="checkbox"/> Sustained <input type="checkbox"/> Other (Specify)		12b. Date of Disposition
13. Signature of Installation Head of Designee and Telephone No.		14. Signature of Union Step 1 Official and Telephone No.

104 Juniors

Attended this year's State Convention at Great Wolf Lodge in Concord

The Juniors raised \$1110.37 at the State Convention for the Auxiliary project *The Hero Company* on opening day. Many finished up their posters and projects that morning in hopes of winning some cash money. After lunch they went to the Great Wolf Waterpark for some refreshing wet water fun.

On Tuesday morning they visited the Sealife Aquarium in Concord, with a trip to Frank Liske Park in the afternoon.

Wednesday morning they elected new Junior Officers and enjoyed some down time with

movies while the Association finished up their business.

Many new friends were made and a good time was had by all as you can see in the photos.

We hope to see you all again next year!



Pictured here are just some the Juniors and their Chaperones .



Junior Fun at Sealife Aquarium





& Frank Liske Park



More photos
on our
Website!



NORTH CAROLINA AUXILIARY OFFICERS

What A Great Convention!

Auxiliary News

From
Sue Kelly

PRESIDENT

ROANOKE HEATH
25722 US Highway 64
Jamesville, NC 27846
252-809-9901

Roanokeh@embarqmail.com

VICE PRESIDENT

PAMELA J. FARMER
4377 5 Points Rd.
La Grange, NC 28551
252-566-9290

Pjfrayparl@gmail.com

SECRETARY/TREASURER

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

Msueky117@gmail.com

EXECUTIVE COMMITTEE

DELIAH JOHNSON

901 Walt Clark Road
Newland, NC 28657

LINWOOD SMITH

1008 Dowling Road
Raleigh, NC 27610

SARAH STEWART

251 Cedar Drive
Stoneville, NC 27048

CHAPLAIN

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

JUNIOR SPONSER

HEATHER GREER

PO Box 41
Vilas, NC 28692
423-440-0147

HeatherGreer74@gmail.com

JUNIOR OFFICERS

PRESIDENT

ALLISON HOLT

VICE PRESIDENT

EASTON SMITH

SECRETARY/TREASURER

NATHALIE WARREN

CHAPLAIN

TRENTON GREER

It was hot summer days at the Great Wolf Lodge in Concord North Carolina for the state convention. It was great to see our extended families. It gave a sense of normalcy being together again.

We had a good response with the scholarships this year.

All scholarships have been forwarded to the scholarship committee. Winners will be announced at the Fall Booster meeting. They will also be posted in the November magazine article. If you are not able to attend the Fall Booster to receive your check it will be mailed.

I would like to remind every applicant that you can apply every year from a Senior in high school until age 22 before August 1 the year applying.

We had a good response with the poster contest. The posters were forwarded to the poster committee. Just a reminder that the poster contest is an easy way to earn money. There was a total of \$430.00 given away this year. All posters will be entered in the National poster contest. The winners for the State entries were as follows:

Ages	1st Place	2nd Place	3rd Place
8-9	Sawyer Stewart	Aria Abrams	Elizabeth Molmer
10-11	Robert Simmons	Aubrey Marlin	Alahna Rodgers
12-14	Easton Smith	Zion Mack White	Kayden Casey & Camden Casey
15-17	Allison Holt		
18-20	Anakin Hamlett		

Juniors had fun reuniting with old and new friends while doing activities. Some of the activities were going to Sea Life Aquarium, Frank Liske Park and swimming. They presented their experiences of fun times while at the convention to the Auxiliary.

The Juniors raised \$1,110.37 for this years project known as The Hero Company. They also raised \$1,355.00 with the basket raffle. They elected new officers and Julie Houston installed their new officers.

This year like every year an audit committee reviewed our finances. They were able to report that all was in good standing. The Auxiliary conducted old and new business during this convention. New officers were elected and installed by Julie Houston.

Heather Greer, a well deserving person was nominated and elected as Auxiliary Member of the Year. She has been a long time member. She holds the Junior sponsor position. She has been active in supporting many of our philanthropic project fund raisers.

Congratulations Heather!!!!

We would like to say thank you to the Association for all the assistance so that we can continue to support the Juniors in scholarships, the poster contest and all other Junior activities.

Have a safe and cool summer!!!

AUGUST 2024

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2 Pay Day	3
4	5	6	7	8	9	10 PP 18
11	12	13	14	15	16 Pay Day	17
18	19	20	21	22	23	24 PP 19
25	26	27	28	29	30 Pay Day	31
NRLCA National Convention						

SEPTEMBER 2024

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

Important Dates

July 4 Independence Day Holiday
 August 27-30 NRLCA National Convention

September 2 Labor Day
 October 14 Columbus Day



NCRLCA
424 WAPITI DR
SPRING LAKE NC 28390-1562

TIME SENSITIVE MATERIAL

NON-PROFIT ORGANIZATION
US POSTAGE PAID
PERMIT NO. 387
FAYETTEVILLE NC
28302

Address Service Requested

North Carolina Rural Carriers Give the Gift of Life

At the State Convention in Concord, North Carolina



Seated: Jerry Huffines, Alaffia MacDonald, Julia Bridgers, Amber Morris, Christine Ritch, Cathy Hogan, Telisha Locklear, Kathy Hedrick, Bobbie Mauldin, Tina Mellor, and Arlenea Hair.
Standing: Tracy Greer, Melody Malpass, Josh Rigeftsky, Mark McKendree, Andrew Hazen, Charles Rabun, Clarence Rogers, Jay Schreiber, Milagro Perez, Dee Evans, Sarah Stewart, Mike Shue, Rhianna Sears, Vicki Gray and Tabitha Benfield.
Not in photo are: Aneka Battle (APCU), Clair Glass, Brittany Sommerville, Jeff Neay, Ali Sherrill (Aenta), Mathew Bizzell, Marissa Kestler, Jessica Webster, Pam Smith, Corey Coleman, Brett Danielle Thomas, Tiffany Ratliff, Samantha Cullifer, Rick Houston & Elaine Althoff.