



Volume 41 Issue 5 Circulation 5000 Edited in Spring Lake NC March - April 2025

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

Official Convention Call

**North Carolina Rural Letter Carriers' Association
120th State Convention
June 16 thru June 18, 2025**



**Great Wolf Lodge
10175 Weddington Rd
Concord, NC 28027
Room Rate is \$149.99 + tax/night
Group Code is 2506NCRU**

Call 866-751-9653

**Or reserve online at www.greatwolf.com
Reservations must be made by May 15, 2025**

Official notice is hereby given that the North Carolina Rural Letter Carriers' Association State Convention will convene at Great Wolf Lodge in Concord, North Carolina on June 16-18, 2025.

Business begins at 8:00 am on Monday June 16, 2025. Elections for the positions of President (one year term), Vice-President (one year term), and Executive Committeeman (three year term) will be conducted on Wednesday June 18, 2025.

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State Convention Info
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SAC Roundup

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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	54
Watauga/Avery	57				

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Peach Belt	5	Alamance	1	Brushy Mountain	3
Southeastern	8	Sandhills	20	Sea Level	23
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Articles are the opinion of the Author and not necessarily the NCRLCA, the NCRLCA or the Editor.

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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 Spr!ng_F*w@rd

The password will be changed to the above on March 31, 2025.

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

Cover Photo

Peach Blossoms in Spring

by
Debbie Bennett

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Important Dates

March 9	Daylight Savings Begins
March 17	Saint Patrick's Day:
April 15	Tax Day
April 20	Easter Sunday
April 28	Last Day for National Delegate Nominations
May 8	Last Day for District Meetings
May 11	Mother's Day
May 22	National Delegate Ballots Mailed
May 28	Memorial Day Holiday
June 16-19	State Convention



President

Elaine Althoff

We Have A Busy Year Ahead

I hope this message finds you well. As we continue to experience the winter chill here in Western North Carolina, I want to update you on several important developments.

Mini Mail Survey:

Our fifth Mini Mail Survey is scheduled from February 22 to March 7, with an effective date of April 5. Please ensure you regularly checking the RADAR system for your sorted letters, flats, and bundle flat counts to confirm their accuracy. Remember, you have the right to verify these counts at any time and to review the RADAR Report.

South Atlantic Conference (SAC):

The South Atlantic Conference, held from January 25 to 27, 2025, was the last consecutive meeting in Atlanta, GA. SAC provided valuable information, and I encourage you to attend future conferences to stay informed about developments within the Postal Service.

Next year, we will host SAC in Cherokee, North Carolina. This conference offers a unique opportunity to meet with the National Board one-on-one and participate in informative seminars. Let's showcase the strength of North Carolina by having a strong presence at this event next year.

Contract Negotiations:

We are currently in contract negotiations. Stay informed by logging into NRLCA.org for updates. As of now, we are operating under our previous contract.

Congressional Updates:

The 119th Congress is in session and appears active this year. North Carolina has five new members:

- ♦ Addison McDowell of the 6th Congressional District
- ♦ Mark Harris of District 8
- ♦ Pat Harrigan of District 10
- ♦ Brad Knott of District 13
- ♦ Former State House Speaker Tim Moore of District 14

Please note that any bills not passed in the previous session must be reintroduced. They will also be renumbered.

Protect Our Letter Carriers Act:

The Protect Our Letter Carriers Act was reintroduced on February 6, 2025. This bipartisan legislation aims to provide necessary resources to protect letter carriers and prosecute criminals to the fullest extent of the law. It proposes appropriating \$1.4 billion over five years to replace arrow keys with safer electronic versions and install high-security collection boxes. Additionally, it requires U.S. attorneys to appoint an assistant U.S. attorney to prosecute crimes against postal employees and reviews sentencing guidelines for such crimes. We urge all members to contact their representatives in Congress and request their co-sponsorship of H.R. 1065/S. 463. (Formerly H.R.7629 and S.4356 in 2024)

Upcoming Legislation:

We are also awaiting the reintroduction of the Anti-Privatization Act (H.R. 70) and the Retirement Fairness Act H.R. 82). Stay informed through state and national websites. Once these bills are reintroduced, we will inform you of their new numbers. We will also initiate a letter-writing campaign during your Spring meetings.

Legislative Seminar and Spring Meetings:

Vice President Jay Schreiber and I will attend the Legislative Seminar from March 22 to 26 in Washington, DC. Additionally, your Spring District Meetings will commence from March through May. Please make time to attend your district meeting, State Convention, and Fall Booster.

Food Drive:

The Food Drive is scheduled for Saturday, May 10, 2025. Your participation is crucial in supporting our communities.

Thank you for your dedication and commitment. Together, we continue to strengthen our union and serve our communities effectively.



Chaplain

Jesse Ray Farmer Jr.

Always a Son to Someone

My phone number is listed as ICE (In Case of Emergency) in my mother's phone. Over the past year my mom has hit my number for emergencies but also for grocery runs, mowing

her grass, picking up her medicine or driving her to church.

Of course me and along with other postal workers are helping with our grandchildren, working part-time and somehow trying to find time to help our aging parents. Many times my wife and I have gotten frustrated with just how much we are needed. Days can be very tiring. As our parents age they also become set in their ways and have increased peculiarities that often test our patience even further.

Many of us are part of the "sandwich generation," balancing the care of aging parents with the raising of our own children. It can often feel overwhelming—juggling work, family, and caregiving. Our hearts are stretched in different directions, and the emotional, physical, and spiritual demands can be taxing. But even in the midst of the busyness, Scripture invites us to step back and reflect on how we can honor and care for those who have cared for us.

God cares deeply for widows and orphans, those who often find themselves without a strong support system. He calls His people to provide for them, to uphold them in their time of vulnerability.

Caring for aging parents, or elderly loved ones without children, is more than a cultural expectation; it's a spiritual calling. This isn't just about respect, but about taking the time to meet the needs of those who once cared for us.

Sometimes the task can feel overwhelming, and we might wonder how to balance it all. How can we care for the elderly and care for our own families without feeling like we're burning out? We must give ourselves grace. We have ourselves been shown grace through God's love. Even if our parents or grandparents were not always easy to have a relationship with, we can continue to minister to them and mend those fences.

Caring for our aging family or neighbors can also model a beautiful example of service for our children and grandchildren. They learn how to serve others by participating in their care and will reap the benefits of these memories. In caring for your parents, you are showing your children what it looks like to love others selflessly, teaching them to care for those who cannot care for themselves, and demonstrating that family is not just about what we receive but also about what we give.

Caring for our elderly parents is not just an act of duty; it's a privilege. It's a beautiful opportunity. Whether it's providing physical care, emotional support, or simply offering a listening ear, you are embodying the love of God in practical ways.

May God bless you with the strength, wisdom, and love to care for those in your life who need you most.



District Meetings for the election of Local Officers and State Delegates are fast approaching. Meetings must be held prior to May 8th this year. Please check the state website www.NCRLCA.org events calendar for the date, place and time for your local meeting.

Members that are not be able to attend the local district meeting, who wish to be delegates to the State Convention or wish to run for district office, must let the Secretary of their district know ahead of their meeting date. This should be done in writing and the Secretary will add them to the nominations list to be voted on at the meeting.



Obituaries

HM1 David Lee Call, US Navy, Retired, 70, of Mocksville, died Sunday, December 29, 2024, at Atrium Health Wake Forest Baptist Medical Center in Winston-Salem.

He was born October 9, 1954, in Iredell County, to the late Lee Grose and Emma Lois Beck Call. David retired from the U.S. Navy with just over 20 years of service.

He had currently been employed by the U.S. Postal Service as a rural route carrier for 30 years.

In addition to his parents, he was preceded in death by his wife, Linda Gail Rupard Call; and a nephew, Wesley Samuel Koontz.

Survivors include sisters, Nancy Lippard (Kenny), Barbara Koontz (Arthur), and Lynn Foster; stepdaughters, Crystal Patton and Jennifer Patton Özkurt (Özgür); and stepgrandchildren, Gabriel Patton, Selvi Özkurt and Daphne Özkurt.

Interment was at Pleasant View Baptist Church Cemetery Harmony, with military graveside honors.

Mr. Rapheal McCarter, of Linden, passed away on Sunday, January 19, 2025.

Funeral services were held on February 1st with interment in the Rockfish Memorial Cemetery in Fayetteville with military honors.

Rapheal was a regular rural carrier at the Dunn Post Office. He will be greatly missed by his co-workers and friends.

Dana Smith Huskey of Clyde, NC, beloved wife and daughter, passed away at her home on January 20, 2025. After a brave battle with cancer, she proved herself to be a courageous and true fighter.

Laughter and light were with her everywhere she went. She loved shopping and spending time with her mother and aunt as well as hiking and enjoying nature with her husband, father, and friends. Music was a big part of her life, attending concerts and singing hymns of praise. Dana simply loved how music made her feel. Dana was also an avid lover of all animals.

Her position as a letter carrier with the Clyde US Postal Service was a point of pride and accomplishment for her and she counted many friends among her co-workers.

Dana is survived by her husband, Eric Huskey; her parents, Lorrie and Willard "Lee" Smith, Jr. and in-laws Terry and Jane Huskey; brother-in-law, Wes Huskey; and niece Mackenzie Huskey.

Martha "Sue" Ligon, 76 of Statesville passed away unexpectedly February 12, 2025, surrounded by family and friends. Born July 26, 1948, in Statesville to the late Dr. Robert and Mrs. LaRue Hudgins she enjoyed many childhood adventures including trips down east to Pilot, NC, playing basketball, looking after siblings and being involved in First Baptist Church.

Sue graduated from Statesville High and went on to Catawba College where she graduated with her teaching degree. After teaching for approx. 5 years, she went on to work at Belk's before going to work at the USPS as a rural carrier. She was on the executive board of North Carolina Rural Letter Carriers Association and served on many appointed committees for the State of North Carolina. She was a certified examiner for rural carriers and was on the hiring team for the Greensboro District.

In 1972 Sue met James "Jim" Ligon, Jr. and on August 17, 1974, they married. Together they enjoyed over 50 years of marriage before his passing on November 12, 2024. Sue and Jim built a wonderful life together at the family farm.

Sue was involved in church all her life and was a strong Christian woman. She was involved in Women on Mission (WMU), funeral meals and other church activities.

Sue was selfless, humble, gentle, independent, proud and caring. She was funny without being funny. She would do anything to help you. To know Sue was to know love. Her simple acts of kindness through cards, meals or phone calls showed love every day.



Dealing with Loss

Understanding and Coping with Grief

Loss can affect different people in several ways. Everyone's experience of grief is unique, and what works for one person may not work for another. It is important to acknowledge and respect your own methods of mourning the loss of a loved one or coworker.



Vice President

Jay Schreiber

Understanding Grief

Grief is a natural response to losing someone dear to us. It encompasses a range of emotions, including sadness, anger, confusion, and even relief. The process of grieving is not linear; it can come in waves and may last longer than we expect.

In a crisis your EAP will provide the necessary education, support and trauma counseling to help you re-establish feelings of security, control and normalcy as quickly as possible.

**800-327-4968 (800-EAP-4YOU)
TTY: 877-492-7341**

Stages of Grief

While everyone grieves differently, Elisabeth Kübler-Ross's model outlines five common stages many people experience:

- ♦ Denial: Difficulty in accepting the reality of the loss.
- ♦ Anger: Feelings of frustration and helplessness turned outward.
- ♦ Bargaining: Attempting to make deals to reverse or lessen the loss.
- ♦ Depression: Deep sadness and withdrawal from daily activities.
- ♦ Acceptance: Coming to terms with the loss and finding ways to move forward.

It is important to note that these stages are not experienced in a set order and can recur throughout the grieving process.

Coping with Loss

Each person copes with loss in their own way.

Here are some strategies that may help:

- ♦ Seek Support: Reach out to family, friends, or support groups. Sharing your feelings can provide comfort and reduce feelings of isolation.
- ♦ Take Care of Yourself: Pay attention to your physical health by eating well, getting enough sleep, and exercising. Physical well-being can positively affect your emotional state.
- ♦ Express Your Emotions: Find healthy outlets for your emotions, such as writing in a journal, creating art, or engaging in physical activities.
- ♦ Create Rituals: Establishing personal rituals, such as lighting a candle or visiting a special place, can help honor the memory of your loved one.
- ♦ Be Patient: Grieving takes time. Allow yourself to feel the emotions without judgment, and understand that healing is a gradual process.

Seeking Professional Help

If you are unsure how you are dealing with events or feel overwhelmed, it is essential to seek professional help. The Employee Assistance Program (EAP) can provide valuable support and resources. You can reach out to EAP by calling 800-EAP4-YOU or by visiting USPS.ndbh.com. They offer various services designed to assist you in returning to a sense of normalcy and well-being.

Remember, it is okay to ask for help. You are not alone in this journey, and there are resources available to support you through this challenging time.



Executive Committeeman
Telisha Locklear

Spring Pests At The Mailbox

Spring is here, which is my favorite time of the year to work in the garden and see the flowers bloom. It also means insects and pollen.

During these months, rural carriers often encounter various insects while delivering mail. Understanding

how to deal with these pests can enhance safety and comfort.

Here are some important considerations:

Bees and Wasps: Rural carriers may come across beehives or wasp nests while making deliveries. If you spot a nest, it's best to avoid the area and report it if necessary. Leave your customers a mailbox repair form to advise them of the safety issue at hand. Stay calm if you encounter bees. Sudden movements can provoke them. I have heard an old wives tale that moth balls keep a lot of these pests away. [of course, ask your customers first]

Mosquitoes: These pests can be particularly bothersome, especially during early morning or late evening deliveries. Living in North Carolina during the hurricane season they can bite you through your clothes, so stay protected. Wearing light-colored clothing and using repellents can help reduce bites.

Ants: Some rural routes can lead you close to ant hills. Be cautious of fire ants, as their bites can be painful. Avoid disturbing their nests and wear protective footwear.

Spiders: Spiders love a mailbox. It's important to approach the situation carefully.

1. Observe Before Acting ~ Before reaching into the mailbox, take a moment to look for any visible spiders or webs. This can help you decide on the best course of action.
2. Avoid Disturbing the Web ~ If you see spider webs, avoid disturbing them as this may provoke the spiders. Instead, consider gently shaking the mailbox or tapping it from a safe distance to see if the spiders will retreat.

While some spiders are harmless and even beneficial, it's good practice to handle mailboxes carefully to ensure a comfortable and safe mail delivery experience.

Allergic Reactions: Beware of any personal allergies to insect bites or stings. Having an EpiPen or similar emergency medication readily available can be crucial for those with severe allergies.

Lastly, our favorite, **Pollen.** As spring arrives, rural carriers face not only insects but also rising pollen counts that can affect their health during deliveries. Here are key strategies to manage pollen exposure:

1. Be Aware of Allergies ~ Recognize your sensitivity to pollen and keep antihistamines on hand to alleviate symptoms like sneezing and congestion.
2. Use Protective Gear ~ Wear sunglasses to shield your eyes and consider a face mask to minimize inhaling.
3. Practice Good Hygiene ~ After deliveries, change clothes and wash your hands and face to remove allergens, preventing them from entering your home.

By implementing these strategies, rural carriers can effectively manage pollen challenges, ensuring a healthier and more comfortable spring work season.

In closing, I hope to see you all soon at our state convention, bring a friend, and be safe out there.

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 deduct-



Executive Committeeman

Brian Hamlett

When those who are close to retirement start looking at unused leave, the question that often arises is “What happens to all my sick leave that I didn’t use?”. The short answer is retiring employees can get credit towards their annuity for their unused sick leave. Here’s how that works

Say you are retiring at 62 years old with 20 years of service and 830 hours of unused sick leave. Good for you (and your health) that you didn’t have to use it. 830 hours converts to 4 months and 4 days of additional creditable time for your annuity calculation. Sick leave cannot be used to qualify you for retirement. You must meet the minimum retirement age and actual years of creditable service

Sick Leave and Retirement

to retire but the sick leave will be added to that total for calculating your annuity.

Some will ask “Is it better to use your sick time before you retire?” There are no special exemptions from the standard USPS sick leave guidelines that entitle you to use your sick leave prior to retirement. If you have a qualifying issue that allows you to take your sick leave before you retire then you should look at the annuity computation with and without the additional credit and decide for yourself.

I hope all of us can retire having good enough health during our working years to have unused sick leave as we approach the retirement “finish line”.



AUTO-HOME INSURANCE

Spring Into Safe Driving For Your Coverage!

Making a few small adjustments to your driving habits could lead to significant savings and enhanced safety. Simple changes, like maintaining a steady speed and avoiding abrupt stops and starts, can improve your vehicle's fuel efficiency and reduce wear and tear on its components. Safe driving can save you money. Safe driving saves more money by being more fuel efficient. Tickets and accidents can make insurance premiums go up. The safer you drive the less likely to get a ticket. Here are some ways to be a safer driver.

Additionally, always make sure you're familiar with the rules of the road and stay updated on any changes in traffic laws. Regularly scheduled vehicle maintenance, such as oil changes and brake inspections, can also prevent costly repairs and ensure your car runs smoothly. Defensive driving techniques, like keeping a safe distance from the car in front of you and being aware of your surroundings, can help you avoid accidents and keep your insurance rates low.

Don't forget to regularly check and maintain your tire pressure, as properly inflated tires can improve your vehicle's handling and increase fuel efficiency. Rotating your tires every 3,000 to 6,000 miles ensures even wear, prolonging their lifespan and saving you money in the long run. Being conscious of the impacts of your actions behind the wheel not only enhances the lifespan of your car and its components but also promotes safer driving habits. Safe driving reduces your insurance premiums over time, as insurance companies reward drivers who avoid accidents and traffic violations. By making a few mindful changes, you can keep more money in your pocket while ensuring a safer driving experience.

This is where the rubber meets the road!

Call today and get a no obligation quote to receive your \$10.00 e-gift card (be sure to provide your email address).

National General Insurance 1-888-325-7727

Insuring Rural Letter Carriers for over 68 years.



Executive Committeeman

Tracy Greer

2025 RCBP Plan Clarification

Due to changes in the brochure template for the new PSHB program starting on January 1, 2025, the following language was omitted; however, the benefit has **NOT CHANGED**.

We will make sure to add this language back into the

2026 plan brochure for your reference.

Cancer Treatment Benefit will pay 100% of the Plan allowance, both in and out of network, for drugs, services and supplies normally covered by the Plan for treatment of an illness diagnosed as cancer. The service or supply must be for the treatment of a malignancy.

A diagnosis secondary to cancer is not covered under this benefit. The deductible does not apply to the cancer treatment benefit.

Kidney (Renal) Dialysis Benefit will pay 90% of the Plan allowance for services, supplies and testing for kidney (renal) dialysis. This benefit applies to inpatient and outpatient kidney dialysis.

Supplemental Benefits Open Enrollment for NRLCA Members

Open enrollment for Supplemental Benefits this year will be held March 1st—April 15th, 2025. Note: this is **NOT** for federal benefits or the USPS Health Benefits Plan.

As a reminder, the benefits available include:

- ★ Short term and Long term disability
- ★ Term Life and Dependent Life Insurance
- ★ Dental plan with Vision & Hearing benefits
- ★ Accident Insurance
- ★ Critical Illness
- ★ Hospital Indemnity
- ★ HealthiestYou telemedicine
- ★ Thousands of discounts on your favorite brands & services

For more plan details visit:

<https://nrlca.benefithub.com>

More Important Things to Know



- Enrollees who have QLE changes need to call the Retirement Information Office (888-767-6738) if they are annuitants, the Human Resources Shared Service Center (877-477-3273) if they are Postal employees, or the PSHB Helpline (844) 4511261 if they are compensationers or if they pay premiums directly to the National Finance Center.
- Neither RCBP nor NRLCA can make changes to your enrollment such as address changes, corrections to name spelling or date of birth, or changes in plan code due to death, marriage, or divorce.
- If you have not gotten a 2025 plan brochure, please call the Insurance Department at 703-684-5552 and leave us a message with your name address and phone number and we will get one in the mail for you.
- If you have not gotten your ID card in the mail yet, you can find your RCBP ID in the Aetna member website or portal or you can call Aetna customer service at 800638-8432



**Secretary/
Treasurer**
Vicki Gray

Time to Get Ready For The State Convention

Thanks again to all of our Relief Carriers. I hope that your office took a moment of recognize you for all you do during February's Relief Carriers Appreciation Week.

Local Business Meetings Have Begun

I want to encourage everyone to attend your local district meeting and perhaps even consider becoming a Local Officer. Submit those great ideas of yours as resolutions at your local meeting. Make a difference!

Our State Convention will be here before you know it. But first we must have our local Spring District Meetings. Local meetings will take place in March and April and a few will be in May. You should receive your invitation in the mail but I want to encourage you to check out the website also. All meeting dates will be posted as soon as they are scheduled.

The Spring District Meeting is important because it's where you elect the officers for your district and your delegates to the State Convention.

Your local meeting is also where you submit your Resolutions and Constitution changes. Resolutions are how we can make changes to our contract. We have some guidelines on putting a Resolution together in this issue.

Preparing for State Convention

We are going back to Great Wolf Lodge this year. The room rate this year for Great Wolf is \$149.99 plus tax per night. This does include your pass to the waterpark and we will also have free parking,

We are limited to only 100 rooms. So make sure you make those reservations early. Reservations must be made by May 15th. Reservation info is on the front cover

Bring the kids with you. Great Wolf Lodge was chosen by the board with the kids in mind. They will have a great time and are taken care of while you are in the meeting. Great Wolf has certified lifeguards on duty at the waterpark at all times. Last year there was an incredible turnout and the kids had a great time.

Don't forget to preregister to be a paid delegate to the State Convention. You **MUST** be elected as a delegate from your district and preregister by May 16th to be paid.

The form is a little different this year. We want to know if you will be partaking in the meals provided for you. We need to provide the chef with a more accurate number of meals, so please fill out the second section with your pre-registration.

The Auxiliary is also requiring you preregister your children/grandchildren for the Junior Auxiliary this year for them to participate. There is a \$10 fee this year. They need to know the ages of the children and how many will be attending . They also need your child's T-shirt size so they can get them ordered. Please register them as soon as possible. The form for that is in this issue on page 35. It must be sent by May 15th.

Our PAC fund raiser will have a Roaring 20's theme this year. There well be a prize for best dressed!

Among our guest this year we will have Joni Montroy from Key Retirement Solutions. Joni is a expert in postal employee retirement counseling. She will lead a Retirement Seminar on Sunday evening.

I will have more details regarding our guest and other endeavors at the State Convention in our next issue.

I'm looking forward to seeing you soon.



Official Convention News

National Convention

National Delegate Election by Secret Ballot

This year the National Convention will be held in Orlando, Florida from August 19-22, 2025.

A secret ballot election for the delegates of the North Carolina RLCA to the 2025 NRLCA National Convention will be conducted by mail.

The deadline for delegate nominations this year is April 28, 2025.

Anything received after that date will be returned to the sender as post office box closed.

Ballots will be mailed to members between May 19 and May 22, 2025.

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

Counting of the National Delegate ballots will take place on Saturday June 14, 2025 beginning at 10:00 AM at Great Wolf Lodge in Concord, NC.

Any candidate or designee may observe the ballot tabulation.

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

Section 2. Delegates

A. Eligibility

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

3. A member who accepts or acts **at any time in any capacity** normally performed by a manager from the end of one Convention to the end of the next

Convention shall be ineligible to be nominated or serve as delegate.

B. Nomination

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

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention (*This year that day is April 28, 2025*).

State Convention

The State Convention will be held at Great Wolf Lodge at 10175 Weddington Rd, Concord, NC 28027 on June 15 thru June 18, 2025 with the business session starting on Monday June 16. Complete address and reservation information for the State Convention can be found on the front cover of this issue.

Elections for the positions of President (one year term), Vice-President (one year term) and Executive Committeeman (three year term) will be conducted on Wednesday June 18, 2025.

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

Section 3. State Delegates.

- A. All districts shall be entitled to one delegate vote for each six paid-up members or a fraction thereof.
- B. No delegate shall represent more than one district.

(Continued on page 13)

Official Convention News

(Continued from page 12)

- C. No district shall be represented in the State Convention by proxy.
- D. The total delegates from a district (if not in full attendance) may be voted by the one or more delegates in attendance.

State Convention Preregistration

Appearing below is Article VI, Section 4 from the Constitution of the North Carolina Rural Letter Carriers' Association. This language was adopted at the 2019 State Convention in Raleigh.

This is the procedure put in place for our members to be compensated (paid) for attending the state convention as delegates.

Members must **also be elected to serve as delegates at the local meeting**; as per Article IV.

This complies with labor laws which require that delegates must be elected by a direct vote of the membership.

Mail the completely filled out and signed preregistration form to me. (Form on page 15) Please print clearly as an illegible registration may cause it to

be to deemed unacceptable.

You must preregister to be eligible to receive payment as a delegate.

Forms may be copied and will also be available on the website www.NCRLCA.org.

Forms must be received by May 16, 2025. Please send in as early as possible.

ARTICLE VI, Section 4 State Delegate Compensation

- A. State delegates shall be compensated up to \$100.00 per each completed business session day of attendance at the State Convention for expenses.
- B. The state shall set aside a total amount equal to the rate of .00017% of a 40 hour, Step C, Table 1 regular rural carrier's yearly pay for each member on the rolls on June 30, to be used to pay state delegates. (proviso first deposit will be July 2019)
- C. These funds shall be held in an interest-bearing account.
- D. The maximum amount to be paid out per year will be \$60,000.

(Continued on page 14)

Candidate Announcements for State Office

The state officer positions up for election are President (one year term), Vice-President (one year term) and Executive Committeeman (three year term).

To have your candidacy announcements printed in our newsletter they **must be received by April 15, 2025**. Any late submissions will not be printed.

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

Announcements will appear in the NCRC May/June issue.

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

Official Convention News

North Carolina Membership Totals

as of February 20, 2025

* totals will be recalculated & may change prior to our State Convention

District	District Name	Members	Delegates
1	ALAMANCE	67	12
2	ALBEMARLE	104	18
3	BRUSHY MOUNTAIN	132	22
4	ALLEGHANY-ASHE	40	7
5	PEACH BELT	59	10
7	ROANOKE-CHOWAN	50	9
8	SOUTHEASTERN	268	45
9	BURKE-CALDWELL-CATAWBA	186	31
10	FOOTHILLS	122	21
11	SMOKY MOUNTAIN	131	22
12	DURHAM-ORANGE	124	21
14	CASWELL-ROCKINGHAM	63	11
16	CENTRAL CAROLINA	108	18
20	SANDHILLS	249	42
23	SEA LEVEL	224	38
24	WAKE COUNTY	459	77
25	TRI COUNTY-UPPER WAYNE	162	27
26	YADKIN RIVER	172	29
28	SIX COUNTY	156	26
29	CLEVELAND-GASTON-LINCOLN	196	33
30	GUILFORD COUNTY	159	27
34	JOHNSTON -NORTH HARNETT	114	19
36	MCDOWELL-MT MITCHELL MADISON-BUNCOMBE	160	27
38	MECKLENBERG	383	64
42	RANDOLPH-DAVIDSON MONTGOMERY	144	24
44	ROANOKE BEAUFORT-HYDE-N. PITT	150	25
47	RUTHERFORD-POLK HENDERSON-TRANSYLVANIA	111	19
50	PIEDMONT	302	51
52	TIDEWATER	290	49
54	UNION COUNTY	125	21
57	WATAUGA-AVERY	55	10
	North Carolina Total	5065	855

- E. Any state delegate to the State Convention who is being compensated for the State Convention by State or National funds shall not receive state delegate pay.
- F. All state delegate checks will be mailed by July 31 or within 30 days of the close of the State Convention if delayed
- G. All state delegates must pre-register by submitting the registration form that will be printed in the convention issue of the state newspaper and on the North Carolina website.
- H. Preregistration forms must be received by the Secretary Treasurer at least 30 days prior to the opening of the State Convention. *(That day is May 16th this year.)*
- I. Verification of attendance will be the responsibility of the local President or the local Delegate-at-large.
- J. Disputes will be settled by the State Board.

Mail Before May 16th!

2025 PRE-REGISTRATION FORM NCRLCA STATE DELEGATE for District _____

Please print clearly.

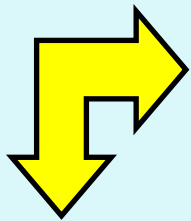
Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I submit my name as a candidate for delegate to the 2025 North Carolina State Convention.



**I UNDERSTAND THAT I MUST ALSO BE DULY ELECTED AS A
DELEGATE AT MY LOCAL DISTRICT ELECTIONS.**

Signature of Member: _____

Clip and mail to: NC RLCA Secretary Treasurer
Vicki Gray
424 Wapiti Drive
Spring Lake, NC 28390

Section 2~Include with your registration

We need these numbers to adequately prepare the number of meals provided to you.
All other meals are on your own.

CHECK HERE _____ if you are a first time attendee
and YES _____ I **will** attend the 1st Timers breakfast on Monday morning
or NO _____ I **will not** attend the 1st Timers breakfast on Monday morning

Number of people in your party attending lunch on Monday _____

Number of Children registered with the Juniors for lunch on Tuesday _____

Number of meals for the PAC Banquet _____ (REQUIRES A DONATION)



Recommendations for Writing NRLCA Resolutions

Conceptually, NRLCA resolutions can be classified into two categories – *Binding or Non-Binding* directives.

A ***binding*** resolution is a directive to the NRLCA. They have complete control over the task without involving another party.

A ***non-binding*** resolution tasks the NRLCA to negotiate for a change. It cannot be implemented unless agreed to by another party. This is usually through our contract negotiations.

Category

The title must appropriately reflect the intent of the resolution.

Choose the appropriate category that your resolution addresses and check the box it pertains to.

Format

Resolutions begin with “**Whereas**” statements, which provide the basic facts and reasons for the resolution, followed with the “**Resolved**” statements which, identifies the specific proposal for the course of action. They conclude “**Intent or Reason for Change**” which helps explain the why of your resolution.

Whereas Statements

Background or “Whereas” information provides the rationale for the “resolved” course of action.

The whereas statement(s) should lead the reader to your conclusion (resolved).

In writing whereas statements, begin by introducing the topic of the resolution. Be factual rather than speculative and provide or reference statistics whenever possible.

The statements should briefly identify the problem, advise the timeliness or urgency of the problem, and the effect of the issue.

Resolved Statements

Resolved statements are the only parts of a resolution that will be presented to the delegates to be acted upon.

The Resolved statement is focused, stands alone (without reference to whereas statements or intent statements), and provides a specific, clear direction or action for the NRLCA to pursue should it be adopted. A clearly stated single sentence is the preferred format for the Resolved statement.

The “Be It Resolved” must be fully understood and should stand alone.

Intent or Reason Statements

Intent or Reason statements are further explanations of your resolution. They may help get your point across to the committee but will not be printed for the delegates to view.

Resolutions can be submitted to the Resolutions Committee without a ***Whereas or Intent/Reason for Change***.

NRLCA RESOLUTION

The following proposed Resolution change is being presented by _____ and is hereby submitted to the Resolutions Committee of the North Carolina Rural Letter Carriers Association at the 2025 State Convention in Concord, NC for consideration and appropriate action.

Check Appropriate Box

Binding
 Non-Binding

Issues

Check one

- | | | |
|---|---|-------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | |

The following procedures are suggested for effectively presenting Resolutions:

1. Place only one Resolution per sheet.
2. Print legible.
3. Indicate the issue this resolution concerns (above).
4. Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____
(b) Article _____ Section _____ Paragraph _____
5. Explanatory paragraphs should be headed as follows:
(If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS

BE IT RESOLVED

INTENT OF / REASON FOR CHANGE

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Resolution Committee at the 2025 State Convention

NRLCA CONSTITUTION CHANGE

The following proposed Constitution change is being presented by _____ and is hereby submitted to the Constitution Committee of the North Carolina Rural Letter Carriers Association at the 2025 State Convention in Concord, NC for consideration and appropriate action.

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

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

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF/REASON FOR CHANGE:

Mail to Vicki Gray, 424 Wapiti Drive, Spring Lake, NC 28390
To be presented to the Constitution Committee at the 2025 State Convention

GUIDELINES FOR SELECTION OF OUTSTANDING MEMBER OF THE YEAR

I. Method of Selection

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

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

II. Eligibility for Award

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

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

III. Criteria for Selection

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

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

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

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

should be encouraged to seek to achieve this award.

IV. Presentation of Award

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

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

V. Other

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

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

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

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

Jesse Ray Farmer Jr.
4377 5 Points Rd
La Grange, NC 28551-8119

Mitch Reece
211 Wheel Crest Dr
Winston-Salem, NC 27127

Dale Sain
6289 Nobby Lail Rd
Connelly Springs, NC 28612-7425

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

What's New



PAC CHAIR

Brenda Gibbs

So much has happened since my last article and much more to come.

The following people made donations at SAC held January 25 through 27, 2025.

Elaine Althoff	Doug Byrum	Ralph Fernandez	Brenda Gibbs
Elissa Gonzalez	Vicki Gray	Tracy Greer	Robert Gurganus
Brian Hamlett	Kelly Kenny Futch	Telisha Locklear	Mark McKendree
Amber Morris	Amy Russo	Jay Schreiber	Audrey Solomon

These North Carolina members donated \$1399.41, bringing the total donations from all attendees at SAC to \$5275.41. Thank you all for your donations!

WHAT'S NEW IN CONGRESS

On January 28, 2025, Rep. Stephen F Lynch introduced **H. Res. 70** – *‘Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.’* There are currently 70 cosponsors with none of them from our state.

There is a letter template available on the NRLCA website for you to use to write your Representative. It is also available on our website (ncrlca.org). One of the things that the letter points out is that privatizing the Postal Service would leave the more rural areas of your country behind. This is because the goal of a private business is to make money by choosing the areas where they are more profitable.

Please contact your Representative to ask for their support on this legislation. I have updated the contact information for our Congressional leaders. This information can be found at www.ncrlca.org on the ‘Legislative page’ under “Members of the 119th Congress”. If you don’t know who your Representative is; go to www.congress.gov and enter your address under “Contact your Member” on the right hand side of the page. This will show you who your Representative is.

THE NORTH CAROLINA STATE CONVENTION

Are you planning to attend the State Convention? Are you going to the BANQUET on Tuesday night? You can skip the line and order your tickets by mail with a \$10 per person minimum donation. Of course you can make a larger donation. This will be a wonderful meal and worth every penny!

All proceeds go to PAC. Checks must be made out to “NRLCA PAC”.

PAC BANQUET TICKET ORDER

PLEASE PRINT CLEARLY

NAME _____ NUMBER OF TICKETS _____

ADDRESS _____

CITY _____ STATE _____ ZIPCODE _____

Mail to: NCRLCA PAC, Brenda Gibbs, 5877 Turner Smith Rd, Browns Summit, NC 27214-9523

CHILDREN UNDER 2 EAT FREE. TICKETS MAY BE PICKED UP AT THE PAC TABLE DURING THE CONVENTION BY THE PERSON NAMED ABOVE. NO TICKETS WILL BE MAILED TO YOU.

(Continued on page 21)

(Continued from page 20)

We have lots of fun things planned for you with PAC this year and it begins at your district meetings. District secretaries be sure to send Elissa and I an invitation to get in on the district level fun. She covers the eastern portion of our state, and I cover the western portion of our state. By sending us both an invitation one of us should get it timely.

You may also call us to be sure we are available for that date. Our contact information is on page 2 of this newsletter. Just leave your contact information and district name/number and we will return your call ASAP. Thank you all.

At the State Convention we will be having our silent auction beginning Monday morning; so, bring plenty of top shelf items to auction off. Oh, and don't forget your cash to purchase new-to-you items to take back home! We all know you need something.

This year the BANQUET THEME IS: THE ROARING 20'S! Don't forget to dress the 20's part when you come to the banquet. The best dressed male and female will win a prize. And you get to pick the two winners! All proceeds go to PAC!

I have just received a listing of our PAC donations for August through December 31, 2024.

SUSTAINING DONORS

Amber Morris	Angela Morrow	Audrey Solomon	Bethany Small	Betty Westbrook
Bonnie Johnson	Brandi West	Brenda Gibbs	Brenda Prevatte	Bruce Watford
Catherine Hogan	Cecil Reaves	Celeste Britt	Christina Snipes	Chris Derrick
Clarence Rogers	Crystal McIntyre	Cynthia Klamer	David Rasnick	Deborah Neal
Debra Bennett	Dennis Conley	Derek Harpe	Donna Hazel	Donna Parker
Doretha Wagoner	Elaine Althoff	Elissa Gonzalez	Eric Hunter	Georgia Kline
James Morrison	Janet Kight	Jay Schreiber	Jennifer Y Hanner	Jerry Huffines
Joanne Church	Karen Lawrence	Kathy Hedrick	Kelly Kenny Futch	Mark McKendree
Marlene Cantler	Martha Ligon	Mary Hill	Mary Josewitz	Mary Mangum
Michael Caudill	Michelle Vance	Norbert Mildner	Pamela Stanley	Paul Funderburk
Priscilla Hedgepeth	Ralph Fernandez	Richard Hamlett	Robert Barron	Robert Inman
Ruth Metcalf	Sally Corriher	Samantha Cullifer	Samuella Copeland	Sara Waisner
Stacy Bright	Tanisha Green	Telisha Locklear	Traci Lewis	Tracy Greer
Van Heath	Vicki Gray			

If you are a sustaining donor and do not see your name on this list, PLEASE let me know. We are still finding and correcting issues.

Here is the list of rural carriers that have made one-time donations between August and December 31, 2024. Again, if you have donated to PAC and do not see your name listed, please call me at 336-656-0123. Leave your name and number and I will call you back.

Adele Headley	Amanda Culler	Amy Russo	Barbara Smith	Brenda White
Carmen Cotts	Claire Glass	Dale Sain	Denise Peay	Eileen Jensen
Gail Naillon	John Humphrey	Kaye Smith	Lisa Talini Zamora	Mike Shue
Nancy Moose	Nina Turner	Phillip Fulwood	Robert Gurganus	Therman Green
Valencia Caldwell				

Thank you all for your support of PAC!!



ARMED FORCES VETERANS CLUB



The Armed Forces Veterans Club (AFVC) is a fraternal organization composed of veterans or anyone who supports their goals of providing financial support for high school seniors and college students whose parents and grandparents are North Carolina RLCA AFVC members. All proceeds go to provide \$150 scholarships for students to further their education. Dues are \$10 per year payable by June 30th. Per the changes in the state constitution, the state will hold a drawing for one \$150 scholarship for any child or grandchild of a member for the 2024-2025 year. If you are currently a member of the NC AFVC and have someone eligible for a scholarship, fill out and submit the attached form and mail it by May 31st, 2025 to the address below. Thank you for your continued support.

Mail applications to:
Mike Shue
325 ED Weavers Rd.
Salisbury, NC 28146

Debbie Bennett Pres.
Audrey Solomon V-Pres.
Mike Shue Sec.-Treas.

NCRLCA Armed Forces Veterans Club Application for Scholarship

Applicant Name: _____
Permanent Address: _____
City/ST/Zip: _____
Applicant Phone: _____ cell / land
Applicant email: _____

Name of Sponsoring AFVC Member: _____
Sponsor's State Association: _____
Relationship to Sponsor: _____

School Name: _____
Seeking degree in: _____

Best of luck in your future endeavors!
Please complete all information above neatly and legibly.

(for administrative use)

Date rec'd: _____ # Assigned: _____
Scholarship Alternate Ck#
Rec'd documentation Receipt Transcript Other

Website Cheat Sheet



Webmaster
Renee Johnson

Happy Spring.

By the time you receive this newsletter, we should be thawing from the frigid winter temperatures and turning our clocks ahead for that additional hour of daylight. So, the last thing we want to do is scramble about, looking for articles and addresses we know are on the website but have forgotten where to find them.

You might not even realize our website has this information. For your convenience, especially as you are planning your Spring District Meetings, I have listed several links below and the Tab on our Home Page where the information can be found should you have trouble with the link. Simply log onto our [website](#) and click the link.

Note: This information is subject to change every year following our State Convention, Steward Reassignments, National Contract Negotiations, or Updated Forms.

Information regarding Individual District Meetings is posted on the Home Page under the Upcoming Events Category on the left.

Information regarding news items is posted on the Home Page under Current News on the right or by clicking the [News](#) tab on the Home Page.

- [State Officer Contact Information](#) State Info Page
- [State Auxiliary Officers Contact Information](#) Auxiliary Officers Page
- [Officer Assignments Per District](#) State Info Page
- [NCRLCA Constitution For 2024-2025](#) State Info Page
- [Form 1187 For Joining the Union for Active Employees](#) Join Page
- [Form 1187R For Joining the Union for Retirees](#) Join Page
- [Grievance Form 8191](#) Steward Operations Page
- [2021-2024 National Contract](#) Steward Operation Page
- [Steward List by Office](#) Steward Operations Page
- [Steward Contact Information](#) Steward Operations Page
- [LiteBlue Portal](#) Other Links Page
- [PAC Information](#) PAC Legislative Page
- [Retirement Information from OPM](#) Other Links Page
- [Newsletters](#) Newsletters Page

I hope you find this information helpful in navigating our website: ncrlca.org.

46th ANNUAL SOUTH ATLANTIC CONFERENCE

From Jay Schreiber

46th South Atlantic Conference was a success!

SAC members representing seven states and thousands of rural carriers, have been coming to the Sonesta Atlanta Airport North facility for decades. But after this year the SAC Conference will begin rotating to each member state. The general session began Saturday afternoon after opening with the presentation of National and States flags. Then National Auxiliary President Lesa Route-Halcomb speaking on A Program of Love, the focus for this year's fundraising support. Lesa also discussed the 12 scholarships available this year from the National Auxiliary. It is likely the March 1st deadline will have passed when you read this, so put it in your phone for next year. Following Lesa's remarks retiree's were reminded about the Pioneer Retirement Club which meets for an off site breakfast at the National Convention with this years guest speaker, past National Officer Susan Knapp.

Also making this year special was the 100th anniversary of Atlanta Postal Credit Union. All registered attendees received from APCU/center parc a Yeti travel cup. Speaking on the behalf of APCU/center parc was Chief Growth Officer Blake Westmorland. The relationship between APCU and SAC, has allowed them to become one of the largest credit unions across the country serving over 102,000 individuals nationwide.

Next our National General auto and homeowner insurance Plan Director, Linda Foran spoke about the importance of covering your assets from damage and/or loss. Especially rural carriers driving personal vehicles to deliver mail and parcels needing the Federal Tort Rider coverage included on their policy. After a break there was a seminar on Health Benefits presented by Lynn Palmer, Director of Health Insurance Services with attendees getting answers on open season and waiting to receive benefit cards. It sure seems like many new union members signed up. The last seminar of the first day was on FERS retirement hosted by John Embleton, Retirement Liaison. It's never too early to start planning for your retirement.

Sunday started with a worship service lead by the National Chaplain Gary Wilder. The first presenter was NRLCA Legal Counsel Mark Gisler who



The 2025 SAC Board: left to right; President Dennis Conley, North Carolina; Vice President Cassandra Francis, South Carolina; Secretary/Treasurer Thomas Keys, Tennessee; Michael Smith, Mississippi; Ryan Clark, Kentucky; Connie O'Brien, Alabama; Glynda Wurtz, Georgia; and Tracy Greer, North Carolina.

reminded attendees how effective rallying for a cause can be. Telling the story of 6 bus loads of delegates at the Reno National Convention, coming together with leaders from all postal craft unions, to change the mind of Reno Representative Mark Amodei in support of the Protect Our Letter Carriers Act (POLCA). He also mentioned the rumblings about postal privatization and the need for our voices to be heard. Also the subject of background checks (NAC-I) and how long they are taking has caused problems
(Continued on page 25)

(Continued from page 24)

across the country. Mark's last subject was on Article 16 in our contract and progressive discipline.

Paul Swartz, Director of Governmental Affairs was next and stated the first 100 days of the 119th Congress would be very busy and the Congressional schedule shows them in session basically 5 days a week, which is not the norm. Here are a few of the issues we hope you will contact you representatives about once introduced:



North Carolina First Time Attendees to SAC: left to right; Mark McKendree, Pamela Swann, Josh Stowe, Lyn Hickey, Kristina Parks, Amber Morris and Seth Morrow.

1. POLCA should be reintroduced very soon and had 135 cosponsors previously.
2. Anti privatization legislation should also be introduced quickly.
3. RCA buy back bill had 140 cosponsors last Congress.

NCRLCA.org has updated information on who your representatives are as well as PAC will update when these and other bills are introduced.

After a morning break, NRLCA President Don Maston gave the keynote address covering topics such as the MOU to keep adjusted routes stable until 52 weeks of data had been accumulated. Projections showed that adjusted routes could plunge and become substandard. On going contract negotiations and waiting to see how the city carriers voted on their proposed contract. The entire National Board was in attendance and having meetings between presentations. So know they are continuing to negotiate a better contract for the rural craft.

Following the lunch break the rest of the day was covered by seminars ranging from Labor Seminar with John Adams, Director of Labor Relations and Nicky Phillips, Director of Steward Operations. A presentation on LTM / DPM by Courtney Swindle, ADR Alabama District. And ending with Devin Cassidy, the Director of Workman's Compensation. Just so much information, if you have FOMO (Fear Of Missing Out), you need to come to SAC next year since it will be at Cherokee, North Carolina.

The final day brought USPS upper management representatives to speak on the future of S&DCs as well as other aspects of the direction the postal service trying to go. Executive Committeemen Mike Merola – Atlantic Area, Kirby Ricketts – Central Area, as well as Bethany Small – Southern Area all spoke to the attendees on what has been happening from the Steward perspective as well as how rural carriers have stepped up taking care of each other after the devastating hurricanes of 2024. Following their comments, a joint Q&A session answered most of the submitted questions from those attending.

The last order of business was Bethany swearing in the SAC Board consisting of North Carolinas Dennis Conley as Interim President and Tracy Greer as Board of Control member. From my perspective SAC was successful in that North Carolina had 37 attend, which 7 were first timers. If it's been a while since you attended or it would be your first time, please put the last weekend of January 2026 on your calendar to attend SAC.

More SAC Photos are on Our Website. WWW.NCRLCA.org

RCA CORNER

You're In Charge Of Your Safety



Assistant District Representative

Gail Naillon

Safety is everyone's job and this article is not just for RCA's but for all carriers.

I'm going to go over the steps you need to take when you dismount your vehicle while out on the route. I hope each of you take this to heart and understand that an accident can happen to any of us at any time if the proper parking procedures aren't followed.

1. When exiting your vehicle, you should put your vehicle in park. If you are driving a manual transmission vehicle, place the gear selection in low or first gear or reverse.
2. Curb your wheels. Remember, when parking your vehicle on a downhill slope with a curb, turn wheels into the curb. When parking uphill with the curb, turn your wheels out from the curb. If there is no curb, turn your wheels to the side of the road you are parked on.
3. Set your emergency brake (hand brake). When setting the hand brake, be sure to depress the brake pedal first and then set the hand brake. Setting the hand brake without depressing the brake pedal will not hold the vehicle if you are on a hill or if the engine is running.

4. Shut the engine off and remove the keys, regardless of how long you will be out of the vehicle. Keep your keys in your hand.
5. Lock your vehicle if it is going to be out of your sight.

Hopefully, these few steps will keep you from having a rollaway runaway vehicle accident. Remember ALL accidents must be reported immediately, no matter how minor you think it is, you must report it.

In today's times with technology everywhere we are being videoed even when we think no one is watching. I bet many of you have seen the USPS mail trucks on social media rolling away while the carrier is putting a parcel on the porch. Let's take an extra minute to be safe to make sure that it's not your vehicle rolling away.

With cold weather upon us and many of us have already experienced snow, ice and freezing rain on our routes we must be extra careful to avoid slipping,
(Continued on page 27)



Roxboro RCAs: from left to right; Tory Johnson, Cope Rissel, George Warren, Charlie Burton, Jeremy Wical and Lem Allen
Photo by Mary Mangum

tripping and falling due to the bad weather conditions. Here's a few safety tips to help you prevent these types of accidents.

- * Watch where you are going. Your path could be slick, so watch the ground. Avoid snow, ice and wet spots if you can. Mud and wet leaves could be slippery spots as well. Don't be distracted by doing too many things at once.
- * Step smart, not quickly. Take shorter steps and keep your whole foot on the ground with each step. Be careful on uneven surfaces, like getting into or out of your vehicle. Always use a handrail if one is available.
- * Wear footwear that works for the weather. Make sure you have a good tread on your soles.
- * If it's not safe, don't go there. Tell your supervisor when an unsafe condition like ice or snow prevents you from safely reaching a mailbox.
- * If you start to fall, worry only about falling. Dump what you are holding. Don't tense up. You should spread the impact, you are more likely to break something if only a single part of your body takes all the force of the fall. (I learned that lesson the hard way)

Finally, with the cold weather we need to make sure that we are prepared. You should keep an emergency kit in your vehicle along with a blanket and a snow scraper, flashlight, extra batteries and nonperishable food such as granola bars, dried nuts, etc. with bottled water, booster cables and you can use sand or kitty litter for traction, cell phone charger and flares or triangles. Also, make sure you change the oil and filters in your POV vehicle, check the fluid levels oil, coolant, washer fluid, test battery, use de-icing washer fluid, switch to synthetic oil and check the tire pressure and use snow tires or chains if need be.

Be safe when you are driving to the office or on the route or going home. Make sure you keep the snow cleared off of your vehicle. You can use a broom for the hard-to-reach areas. Keep ice off the windshield wipers. Having a shovel can come in handy also.



Rockingham RCAs : left to right; Jennifer Diamond, Mart Pierce, and Randi Jo Caulder. Photo by Kristina Parks

Safety is everyone's job so let's do our part in keeping ourselves and others around us safe.

If you see a safety issue, then you need to fill out a PS1767 and report the issue to your immediate supervisor. The Postal Service and the NRLCA wants everyone to make it home safely to their family and loved ones after a hard day of work.

Stay safe!!!



Relief Carrier Appreciation Week
Elizabethtown RCAs :Left to right, Jayden Smith, Nyshella Smith & Tameika McRae. Photo by Tim Rice

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North Carolina District Representative

Cliff Workman

Become A Local Steward

Calling all those who are looking to join the steward system in the North Carolina District as a local Union Representative. Are you interested in trying to help your fellow carriers and do what is right and hold management accountable through the use of the grievance process?

Come join the ranks of some of your fellow local stewards, Area Stewards and Assistant District Reps and fight for the cause we all want. A better postal service. Send me an email and we will get you the forms to post to election notification. My Email Address is: William.Workman@NRLCA.org. I look forward to hearing from you.

See below for the duties of a Local Union Representative from the *NRLCA constitution*.

Section 7 Local Stewards

A. Local Stewards shall be responsible to the District Representative and have no authority until certified.

B. Selection:

1. Any Bargaining Unit Member, with the exception of Assistant Rural Carriers (ARCs, Designation Code 70-5), in a local office or a delivery unit may be elected Local Steward and shall serve until a successor is elected and certified or until he/she

resigns. Where a Local Steward is in place, any member may call for an election in the month of July of every fourth year. An election may also be called for any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval.

2. Local steward elections require written notification to all members at least 15 days before the date of the election. Election shall require a majority of votes cast by members in a local office or a delivery unit. In the event of a tie vote, the District Representative, after consulting with the assigned Executive Committeeman, shall select a steward to serve in that office or delivery unit.

3. When more than one Local Steward has been elected in a delivery unit having 50 or more rural craft employees, a Chief Steward shall be elected from those Local Stewards by the members of that delivery unit. When an office is comprised of multiple delivery units, a Chief Steward shall be elected from among the current local stewards by all members of that office. A Chief Steward shall be selected by the District Representative in the event of a tie. If there is only one elected Local Steward in the office, the District Representative may appoint that Local Steward as Chief Steward for the office. The Chief Steward shall represent the craft in matters that concern the entire office. The Chief Steward for the office shall also serve as the Local Steward for delivery units where no Local Steward has been elected.

Duties of a Local Union Representative

1. Assist any rural craft employee who feels aggrieved and accompany the grievant during any discussion with management, if the employee desires it.

2. Meet with the Postmaster or designee as expeditiously as possible to jointly develop the facts in the grievance file and attempt to resolve the grievance when the Step 1 discussion has failed.

3. Appeal grievances to Step 2 and submit the original file to the District Representative.

4. Represent the rural carrier craft in the office or delivery unit.

5. Maintain certification by attending annual enhancement training and other training as required.

I hope that you will consider running for the local steward position in your office.

Please be safe out there on the roads. You are the person responsible for safety.



New Local Stewards complete certification in January. Left to right: Nicci Rusch, Coats Post Office; Chantell Brown, Bunnlevel Post Office; Debra Spell, Roseboro Post Office & Heather Lyon, Stedman Post Office.

Photo from Ralph Fernandez



Steward Training

Steward training and certification took place in Durham and Fayetteville in early February. Pictured above are some of the Fayetteville class hard at work.

Participating Stewards from the Durham class are Luis Carreno, Jim Moore, Brittany Blackwood, Josh Scariot, Alaffia McDonald, Jevonte Pinnix, Maggie Ross, James Cartwright, Brian Hamlett, Frank Alexander, Crystal McIntire, Tammy Carroll, Eugene Pierre-Louis, Samantha Cullifer, Chantell Brown, ADR Gail Naillon, & ADR Elissa Gonzalez.

The Fayetteville Steward class had Tikila Mack, Phillip Fulwood, Tamika Tillery, Deborah Spell, Floyd Prince, Joshua Rimes, Lisa Brown, Latoya Shine, Georgia Kline, Nicci Rusch, Teresa Diggs, Amy Smith, Wanda Bell, Telisha Locklear, Amber Morris, Tanisha Green, Kenesha Williams, Kristina Parks, Brooke Livingstone, ADR Elissa Gonzalez, ADR Ralph Fernandez, & DR William “Cliff” Workman.



Durham Steward Training,

Photos courtesy of Ralph Fernandez



Fayetteville Steward Training,

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A Program of Love Continues for 2024 – 2025

Auxiliary News

From

Pam Farmer

Vice President

National Auxiliary President, Lesa Routh-Halcomb's project for 2024-2025 is "A Program of Love". The Humanitarian Project: "*The Cure Starts Now*" with skin cancer awareness as a focus.

The Cure Starts Now was started by Brooke Desserich, CEO and Co-Founder. Her daughter was diagnosed with diffuse intrinsic pontine glioma. After her daughter passed away in 2007, she co-founded this foundation which has over 40 chapter worldwide and has funded 29 million dollars in cancer research and support.

Three chapters are in North Carolina. One each in New London, Sneads Ferry and Raleigh.

Mark Your Calendar for 2025

The 2025 North Carolina Rural Letter Carriers Association (NRLCA) State Convention will take place from **June 16-18, 2025**. The convention will be held at the Great Wolf Lodge in Concord, North Carolina.

2025 National Rural Letter Carrier' Association will take place from **August 19-22, 2025**. The convention will be held at Orlando, Florida. Check the NRLCA.org website for details.

Junior Registration

You **must pre-register** your Juniors for them to be able to participate at the State Convention.

The State Convention Junior pre-registration and T-shirt fee is due by May 15, 2025, to Heather Greer, Junior Sponsor, PO Box 41, Vilas, NC 28692. The registration form is in this issue.

The non-refundable \$10.00 T-shirt fee was added this year to help ensure we are prepared for juniors attending this year. These T-shirts help us to keep track of your children while we are out on our field trip. This is due with the pre-registration.

Junior Poster/Essay Contest

All Juniors (this includes all children and grandchildren of Active and Retired Rural Carriers) are encouraged to participate in the Junior Poster/Essay Contest. The posters and essay contest is open to all juniors ages 6-20.

All entries must be on, or attached to, a letter-size manila folder. There is no requirement as to how many sides of the folder you use, but you must be able to fold the folder. Each entry must have the following information

(Continued on page 32)

(Continued from page 31)

legibly written on the back of the folder:

- ★ Name and address of the Junior
- ★ Date of birth and age as of August 1, 2025
- ★ Name of parent or grandparent (Rural Carrier)
- ★ State in which dues are paid

Entries with incomplete/incorrect information will be disqualified.

All entries will be judged on originality, neatness, grammar and spelling. Categories are as follows:

Age 6-7: Design a Poster: *What Do You Like to Receive in the Mail?*

Age 8-9: Design a Poster: *Design a New Postage Stamp*

Age 10-11: Design a Poster: *Show Ways You Can Support the Rural Letter Carrier in Your Family*

Age 12-14: Design a Poster: *Ways I Can Be Active in the Juniors' Program*

Age 15-17: Write an Essay: *Describe How Knowing the 'ABCDE's Can Help in the Fight Against Skin Cancer*

Age 18-20: Write an Essay: *How Care You Bring Awareness to Such Causes as the "The Cure Starts Now?"*

Special Education: Design a Poster: *Helping Your Friends*

The posters and essays for contests for the junior auxiliary are due by the first full day of the convention to Sue Kelly. (June 16th)

All qualified State entries will become National entries.

Auxiliary Scholarships

The entries for the NC Auxiliary Scholarships must be post marked or given to Sue Kelly by **June 1, 2025**. Mail to Sue Kelly, Secretary/Treasurer, 4701 Main St, Linden, NC 28356.

The entries for the National scholarships must be turned in by **March 1 each year to the National Auxiliary**. You can apply every year as a Senior in high school to age 22 before August 1 the year applied.



THE CURE STARTS NOW®



The Auxiliary is selling *THE CURE STARTS NOW* mailbox pins (pictured left) among other items to help raise money for the charity.

Please contact Sue Kelly if you would like to purchase any items.

**NORTH CAROLINA RURAL LETTER CARRIERS' AUXILIARY
SCHOLARSHIP APPLICATION**

(Please read guidelines on back before completing application)

NAME: _____ AGE _____ DOB: _____

ADDRESS: _____ PHONE: _____

CITY: _____ STATE: _____ ZIP: _____

I. PARENT/GRANDPARENT INVOLVEMENT

Name of Parent/Grandparent or Guardian: _____

Number of Years as Carrier: _____ Which Local District _____

Number of Years Active Membership in Association: _____

Number of Years Spouse Active in Auxiliary: _____

List Offices held in District or State Level of NCRLCA by Parent/Grandparent: _____

Number of Brothers and Sisters: _____ Ages _____

College Choice and / or Acceptance to: _____

Proposed area of Study _____

Status: Freshman _____ Sophomore _____ Junior _____ Senior _____

II. ACADEMIC ACHIEVEMENT

GPA _____ Class Rank _____ Number in Class _____

Special Recognition, Honors, Awards: _____

III. PARTICIPATION IN ACTIVITIES AND WORK

Juniors of NCRLCA: _____

School: _____

Community: _____

Church: _____

Work Experience: _____

Continued on next page

NORTH CAROLINA RURAL LETTER CARRIERS' AUXILIARY SCHOLARSHIP APPLICATION

Page 2

IV. NEED: (Brief Explanation) _____

V. PERSONAL STATEMENT AND COMPOSITION: In your own words, explain why you wish to continue your education and include your career objectives: _____

VI. REFERENCE: Submit with this application a current copy of your High School or College Transcript, with a current letter from the Advisor / Guidance Counselor / Teacher stating your academic standing, character and need verification.

VII.A scholarship check will not be issued to a winner until proof of full time enrollment in the chosen school has been verified by the Auxiliary Secretary/Treasurer.

PLEASE READ CAREFULLY: Application cannot be acted upon unless all items are either answered or designated not applicable.

****APPLICANT HAS NOT REACHED AGE 22 BY AUGUST 1, OF EACH YEAR APPLYING AND IS NOT MARRIED.**

****APPLICATION AND NECESSARY FORMS MUST BE SUBMITTED **NO LATER THAN JUNE 1ST** OF EACH YEAR.**

Mail application to:
Auxiliary of the NCRLCA
Sue Kelly/ Secretary-Treasurer
4701 Main St
Linden, NC 28356

Questions, call 910-980-0820 or 910-890-2804

NCRLCA STATE CONVENTION ~ June 16-18, 2025

**DUE BY
MAY 15th**

Junior Release Form

This is to certify that (name) _____

(age) _____ has my permission to take part in the North Carolina Rural Letter Carriers Junior Auxiliary Program and activities sponsored by the North Carolina Rural Letter Carriers Association and Auxiliary.

Enclosed is the \$10 registration fee. (Required for participation)

T-shirt size for my child is _____

All children must wear the Junior T-shirt when participating in Junior activities. This helps us to easily identify the children in our group.

Medical conditions and any other information we should be aware of.

Please list below and give treatment plan and/or medicine to be administered during this time.

Examples: bee sting allergy, food allergies, asthma, nose bleeds, headaches.

We hereby waive and release any and all rights and claims for damage and/or injuries he/she may receive while taking part in the Junior program and activities.

Signature: _____ **Date:** _____

Parent or Guardian's signature required for all participants.

Hotel: _____ **Room #:** _____

Hotel and room number can be completed on site after your arrival.

Parent/Guardian Cell Phone Number: _____

One form for each child. Child must be at least six years old & in the 1st grade to participate.

Mail to Heather Greer, PO Box 41, Vilas, NC 28692

Or Email form to HeatherGreer74@gmail.com ~ **Subject Line:** Juniors - State Convention 2025



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

Calling All Juniors

Adventure Awaits!
at Great Wolf Lodge
June 16-18



As you are preregistering for the State Convention, please take the time to preregister your child or grandchild for the fun activities with the Junior program. We need a head count to help us prepare for our outings. Highlights are possible pool party, museum visit, arcade party, or bowling.

I will need: Junior's full name, age at time of convention & any special needs (food allergies, etc.). We are still in the planning stage of our activities. Hopefully we are swimming on Monday afternoon and will go on a field trip on Tuesday for an adventure.

You can email the form on page 35 to HeatherGreer74@gmail.com. I ask that you use "Juniors - State Convention" in the subject line so I know what it is. You must mail the registration fee to me, by May 15th. Mail to Heather Greer, PO Box 41, Vilas, NC 28692

Thanks for helping make this a great year.