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

## **Tentative Agreement Reached**

The National Rural Letter Carriers' Association and the United States Postal Service have negotiated a Tentative Agreement to cover the three-year period from May 21, 2024 to May 20, 2027.

This Tentative Agreement must be ratified by a majority of the voting membership of the NRLCA to become effective.

A more detailed explanation of the changes will be presented in a special Tentative Agreement edition of the National Rural Letter Carrier magazine and via ratification meetings to be held in every state in accordance with Article XI, Section 1 of the Constitution of the National Rural Letter Carriers' Association. The required ratification meetings will be held throughout the months of May and June 2025 in conjunction with state conventions when possible; the time and place of each meeting will be published on the NRLCA website as soon as possible.

The NRLCA National Board unanimously believes the Tentative Agreement is fair and reasonable and is in the best interests of the 131,000 hardworking rural letter carriers across the country. The Tentative Agreement provides for substantial gains in wages and benefits for all classifications of rural carriers.

(From The NRLCA website)

Highlights of the Tentative Agreement may be found on the National website.

The North Carolina ratification meeting date and time will be posted on the website, [NCRCLCA.org](https://www.ncrclca.org) as soon as confirmed.

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# North Carolina Rural Letter Carriers' Association

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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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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

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

## National Emergency Hotline

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

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

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

Please keep this phone  
number for future use.

## WEBSITE

Please visit  
[www.NCRLCA.org](http://www.NCRLCA.org)  
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

*Fight Like Hell*

by  
*Ralph Fernandez*

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## Important Dates

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
July 4	Independence Day Holiday



## President

*Elaine Althoff*

# So Many Things

Happy Spring everyone, we have now completed our 5th mini mail survey. This impacted those of us here in WNC due to Hurricane Helene, Routes experiencing washed-out roads and bridges, detours and homes lost. Our integrity is on the line, please do not cheat yourself or your route.

Reports are sent out of routes still not scanning, train your RCA to SCAN-SCAN-SCAN, Review RRECS, go to your district meetings, do your mapping EVERY MONTH. If you are still not doing your mapping contact your Steward. This is your time and that will affect your evaluation.

### On the lookout:

The safety teams are out looking for unsafe events. High on the list are SEAT BELTS infractions and airpods. We have had several fatalities this past year with accidents involving carriers not wearing their seatbelts (lap belts) and were thrown from their vehicles. I want you to come home to your family just as you come to work that day. Safe and sound. Please buckle up!

### Legislative at work:

The Legislative Seminar was earlier than normal this year. The cherry blossoms were in peak season and the weather was beautiful too. It was very busy up there this year compared to my previous visits. This was Vice President Jay Schreiber's first legislative (see his article in this issue on his experience).

We met with several Legislative aides and Congresswomen Ross spent a long time with us discussing the issues we are facing as well as Rep. Henry's office. We also participated in the Rally to Stop Privatization. Many Rallies were held across the State as well. We hope you were able to attend one near you.

### Upcoming events:

#### Food Drive:

Stamp out Hunger Food Drive Day is May 10th. This is a wonderful cause that helps the communities right where you serve. Your participation is crucial in supporting our communities.

### The State Convention

State Convention will be from June 16 through June 18th at Great Wolf Lodge in Concord, NC. We have 100 rooms in our block this year, and reservation cutoff is by May 15th.

Changes for the State Convention this year: Your pre-registration form has a new look this year. We have added Section 2 to your registration. Please fill out that too, you must register so we have the numbers for our food events. This will help us to provide the chef with an more accurate number of meals needed for all our event meals.

Auxiliary is also requiring you to pre-register your children/grandchildren for the Junior Auxiliary this year in order for them to participate.

There is also a \$10.00 fee this year.

They also need to know the number and age of the children attending. So, they can order t-shirts and get them in time for the event. The hard deadline is May 15th.

Sunday, Joni Montroy from Key Retirement Solutions will lead a Retirement seminar. Sunday 2:00 p.m. to 5:00 p.m. If you are planning on retiring in the next 5 years please plan on attending. See Brian Hamlett's article in this issue.

The Memorial service will be led by Jesse Ray Farmer Jr. It will be at 7:00 p.m. Sunday evening. Juniors will be there as well for their part in the service.

Our guest speakers will be National Executive Committeewoman, Chair, Jeanette P. Dwyer; USPS North Carolina District Manager Scott Manier; National Auxiliary Executive Committeeman, Mary Kappenman; and EAP counsler, LaTacia Ruff, PhD.

PAC will have a Roaring 20's theme night. You can avoid the line by mailing in your check and number of people attending to Brenda Gibbs.

As stated previously, you must pre-register (requires a donation) They will have some silent action items as well as many raffle items this year. Bring your items for donation and you're \$\$ for bids and bring something home. Good Luck!

*(Continued on page 6)*





## Chaplain

*Jesse Ray Farmer Jr.*

# Keeping Our Priorities

Every morning, as soon as my feet hit the floor, I find myself heading straight for the coffee pot. That soothing liquid is a necessary start to my day, and I've learned not to ask my wife any questions until I've poured her a cup. Most of us know the cardinal rule of not overfilling a coffee cup, especially if we plan to add cream or, heaven forbid, carry it across the living room to hand it to someone. We only make that mistake a few times after burning our fingers with sloshed coffee or struggling with the wrong ratio of creamer. It's a small lesson, but one that teaches us about balance, something that can be applied to our lives as well.

While it's important to meet our family's needs through our work, we must be careful not to overfill our schedules to the point where we miss the moments that matter most. When we neglect those moments, relationships can begin to unravel—whether it's with a spouse, a child, or a friend.

Many of us can relate to this. It's easy to get caught up in the busyness of life, to focus on the big things like work or commitments, and miss out on the smaller, but equally important, moments. It might be a simple conversation with your spouse that's interrupted by a television show or not taking the time to help your child with a bath because you have work to catch up on.

In my daughter's living room, many memories fill my mind as I walk in. Most importantly is a wall of pictures of our grandchildren.

As I reflect on my own life, I realize that I've accumulated over 30 years of vacation days from my career in the postal service. For years, my mindset was to save them up—to either retire early or have time off in the future when I might need it. But as I spent more time with my family, I started to see how precious those moments were. I wanted to be present in their lives, even if it meant sacrificing a few extra dollars or hours of vacation.

This shift in perspective has taught me the importance of aligning my priorities with what truly matters. My first priority is my relationship with God, followed by my family and others. I make time for church & prayer. It's also my responsibility and privilege to nurture my relationships with my family—whether it's driving my kids to work or praying with them before a job interview.

Showing love often looks like being present, offering compassion, and meeting the needs of those around me. Whether that's through a shared meal, a visit, or a word of encouragement.

When we look at our schedules and obligations, it's important to ask ourselves: Do these activities draw us closer to our God, to our families, and to others, or do they lead us to frustration and burnout?

Make sure you are honoring your appropriate priorities.



## Obituaries

**Lori Ann Diamond** was born August 8, 1976 in Norwich, New York, daughter of David and Velma Diamond. To most of her family and friends, she was always called Diamond. She always carried a pink energy drink and loved her Reece Peanut Buttercup ice-cream. She enjoyed listening to music and reading a good book. Diamond was a hard working woman with a long career of 25 years as a

Correctional Officer and currently with the United States Postal Service. Above all, she cherished her time shared with family, especially with the grandbaby. Diamond passed away suddenly at the age of 48 on March 2, 2025. She will dearly be missed by her loved ones.

*(Continued on page 6)*

*(Continued from page 5) Obituaries*

She is survived by her wife of 8 years, Jennifer Jernigan Diamond of their home in Gibson, and children, Trinity Hunt (Katelynn) and Andrew Hunt; her adored grandbaby, Acelynn Hunt; siblings, Benjamin Diamond, McKenzie Diamond, Mandy Kenny (John), Betty Jo Traister (Matt), Frank Diamond (Sarah); father, David Diamond; father and mother-in-law, Jimmy and Irene Jernigan; along with a host of family and devoted friends

**Matthew Ray Johnson**, 45, of Snow Camp, went to his heavenly home on Thursday, April 10th, 2025, surrounded by family.

Matthew was born in Alamance County on May 8th, 1979, to Phyllis Harris Johnson and the late Ray Hadley Johnson. He is preceded in death by his grandparents, Norman and Christine Johnson and Harrell and Dorothy Harris; his father, Ray Johnson; his uncle, Gareth Johnson; and his cousin, Wesley Harris.

Matthew graduated from Jordan-Matthews High School in 1997 and studied at Western Carolina University. Matthew was a rural mail carrier for the United States Postal Service in Chapel Hill, NC, and loved his job and the people he met. He was a lifelong member of South Fork Friends Church, serving as a clerk of ministry and counsel, chairing the Harvest Festival, and maintaining the churchyard. He found great joy in spending time with his family

and friends, coaching and watching his daughters play sports. He spent time with his family shooting basketball in the yard, watching movies, and eating popcorn. Matthew enjoyed watching NC State football and tailgating with his friends and family. He grew up loving to play baseball, especially his time playing in the American Legion Post 93. Matthew loved sharing his voice by singing at church. He voice-recorded song lyrics on his mail route and even had the opportunity to record an original song that he was extremely proud of at the Ryman Auditorium in Nashville.

He loved his girls; they were his world. He was cherished by many and loved being amongst his family and friends. Left to cherish his memory are his wife, Amy Stackhouse Johnson; his four beautiful daughters, Lilly, Mabry, Ansley, and Chanley; mother, Phyllis Harris Johnson; sister, Stefanie Johnson Kincaid and brother-in-law Bryce; father and mother-in-law, Charles and Robin Stackhouse; brother and sister-in-law Preston and Kate Stackhouse; sister-in-law and future husband Hanna Stackhouse and DJ Heiner; nephews and niece Liam and Olivia Kincaid and one more on the way, Shep and Charlie Stackhouse; and many cherished aunts, uncles, and cousins



*(Continued from page 4) President's Message*

We are also having the Blood drive again this year the day is TBA.

Your Resolutions and Constitution changes should have been brought to your District meetings and voted on then sent to Vicki Gray and we will hear them at the State Convention. They must be postmarked by June 1st for the committees to accept them. All others submitted will have to come up under New Business and the body will vote on if they will allow them to be heard.

# Legislative Session with Cherry Blossoms

Traditionally your State President and Vice President go to Washington DC near Memorial Day, but not this year. March 23<sup>d</sup> through 26<sup>th</sup> was an early time for Elaine and I to attend the Legislative session and meet with our Congressional Representatives and their staff.

We discussed three very important issues facing Rural Carriers and the Postal Service.

**H.R. 1065 / S. 463** - Protect Our Letter Carrier Act provides for high security collection boxes and replaces the outdated arrow key with a newer electronic key. The legislation also calls for a designated assistant U.S. attorney in each judicial district to oversee the investigation and prosecution of alleged crimes against letter carriers. Finally, amend sentencing guidelines to provide that any crime committed against a letter carrier have more severe sentencing guidelines.

Cosponsors:

Rep. Ross, Deborah K. (D) NC 2 03/21/2025

Rep. Foushee, Valerie P. (D) NC 4 04/01/2025

**H. Res 70 / S. Res. 147-** Ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.



**Vice President**

*Jay Schreiber*

Senate Original Cosponsor

Sen. Tillis, Thom (R) NC 03/27/25

House Cosponsors:

Rep. Adams, Alma S. (D) NC 12 02/21/2025

Rep. Ross, Deborah K. (D) NC 2 03/18/2025

Rep. Davis, Donald G. (D) NC 1 03/21/2025

Rep. Foushee, Valerie P. (D) NC 4 03/27/2025

**H.R. 1522** - Federal Retirement Fairness Act. Legislation that would allow rural letter carriers to buy back their time spent as a non-career employee. Would also include Government intern time.

Cosponsors:

Rep. Davis, Donald G. (D) NC 1 02/24/2025

Rep. Ross, Deborah R. (D) NC 2 03/31/2025



Vice President Jay Schreiber and President Elaine Althoff rally at Capitol Hill in Washington DC on March 25th.

Please contact your representative through the Capitol Switchboard at 202-224-3121 to thank them for their support or to cosponsor the issues listed. You could also share this information with friends and family members or even customers and have them call. We need to stand up and have our voice heard as a unified message.





**Executive  
Committeeman**  
*Telisha Locklear*

# Buckle Up! Every Time, Every Trip

Hello, all my rural carrier family. I would like to go over some basic rules for our safety. Rural carrier seatbelt safety is not just a recommendation, it's a vital life-saving measure that directly affects the well-being of postal workers. Given the long distances and variable

driving conditions rural carriers face daily, wearing a seatbelt should be non-negotiable.

Here are some powerful reasons to prioritize seatbelt use:

**1. Life-Saving Protection:** Wearing a seatbelt dramatically reduces the risk of fatal injury in case of an accident. Don't gamble with your life—make buckling up your top priority.

**2. Vehicle Integrity:** Regular maintenance is crucial. Ensure that your vehicle's seatbelts are in top condition and ready to protect you when it matters most.

**3. Lead by Example:** Take the initiative to educate your fellow rural carriers about seatbelt safety. Rural carrier seatbelt safety is not merely a guideline; it is an essential, life-saving commitment that every postal worker must embrace. With the long, winding roads and ever-changing weather conditions that rural carriers face daily, fastening your seatbelt should be an unwavering habit.

By wholeheartedly adopting these practices, rural carriers can shape a safer work environment for themselves and their coworkers.

The USPS 603 policy outlines the importance of wearing seat belts and provides guidelines for postal employees, particularly rural carriers, to enhance safety while operating vehicles. Here are the key points typically included in this policy:

- **Mandatory Seat Belt Use:** All employees must wear seat belts while operating or riding in any USPS vehicle. This is a non-negotiable safety requirement.
- If privately-owned right-hand drive [RHD] vehicle is used on the route, seat belts must be always worn. Carriers driving RHD vehicles equipped with both shoulder and lap belts may disengage the shoulder belt only in those situations when the shoulder belt prevents the ability to collect or deliver mail.
- The lap belt must be worn when the vehicle is operated.
- When operating a privately owned vehicle [LHD] left hand drive seat belts must be worn to and from the route between the postal service units. When using a [LHD] vehicle when carriers is not positioned behind the steering wheel the rural carrier may operate the vehicle without use of the seatbelt providing the carrier determines it safe to do so.

## 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.

In closing please be safe and remember we all want to come to work, do our jobs to the best of our ability and then go home to our families.

I hope to see you at our upcoming state convention at Great Wolf Lodge.





**Executive  
Committeeman**

*Brian Hamlett*

## The TSP Lifecycle Funds

The Thrift Savings Plan (TSP) is one leg of the “3 legged stool” that most federal employees use to support themselves after retirement with Social Security and pension being the other two.

You have multiple options for investing in your future with TSP contributions, each with a different level of risk. It is generally considered wise to move your investment from higher risk to more conservative options the closer you get to retirement. If you so choose you can log in and move your money between five individual funds as you see fit but there is a kind of “set it and forget it” option. The Lifecycle(L) funds.

Each of the eleven L Funds is a mix of the G, F, C, S, and I Funds, designed to give you the best expected return for your risk level. You can invest your entire portfolio in one L Fund. Every quarter, all L Funds (except L Income) automatically shift to becoming more conservative as they are nearing their target date. When an L Fund reaches its target date, it merges into the L Income Fund, for example, the L 2025 Fund will do so in 2025. L Funds stick to their set allocations for the full quarter, regardless of market changes. Since fund performance varies

daily, we rebalance the mix at the end of each trading day to restore target percentages—effectively buying low and selling high.

L funds are set in 5-year intervals (2030,2035,etc) based on when you expect to start drawing on it in retirement. As the target year approaches the risk is lowered to protect your money. Someone in the L 2050 fund has a lot longer to recover from potential losses than someone in the L 2030. The L income fund is for those who are in retirement and drawing from their TSP or plan to this year.

Watching the day to day gains and losses in these kinds of investments may not be comforting. Some of the economic turmoil we have been seeing recently may cause one to make changes to their investments unnecessarily. These types of investments are generally seen as long term with short-term changes being more like speed bumps than major setbacks over time. Please contact a financial advisor for more detailed information if needed.

We look forward to seeing you at the NC RLCA State Convention in Concord come June. Joni Montroy of Key Retirement Solutions will be hosting a Retirement seminar on Sunday, June 15 from 2:30-5pm. She is a former Federal Hr specialist and she always brings a wealth of information.

## Retirement Seminar

With Joni Montroy of Key Retirement Solutions

**Sunday June 15<sup>th</sup> 2:30-5:00 PM**  
**Great Wolf Lodge, Concord, NC**



Do you understand your options and benefits as a Postal employee?  
It is never too early or too late for any postal or federal government worker to start planning for your retirement. Join Us!



**Executive  
Committeeman**  
*Tracy Greer*

# Allergy Season is Here

Spring is here and that means blooming flowers, new foliage, insect bites, and Bee Stings. It is a beautiful time of year unless you are an allergy sufferer. Be prepared by visiting your doctor, utilizing the free telehealth services by visiting [Teladoc.com/Aetna](http://Teladoc.com/Aetna),

call **1-855-835-2362**, or visit a CVS minute clinic. All these are offered through the Rural Carrier Benefit Plan.

Seasonal allergy signs and symptoms can flare up when there's a lot of pollen in the air. These steps can help you reduce your exposure:

- 🌸 Check your local TV or radio station, your local newspaper, or the internet for pollen forecasts and current pollen levels.
- 🌸 If high pollen counts are forecasted, start taking allergy medications before your symptoms start.
- 🌸 Close doors and windows at night if possible or any other time when pollen counts are high.
- 🌸 Avoid outdoor activity in the early morning when pollen counts are highest.

Several types of nonprescription medications can help ease allergy symptoms. They include:

- \* Oral antihistamines
- \* Corticosteroid nasal sprays
- \* Cromolyn sodium nasal spray
- \* Oral decongestants

Although most bug bites are harmless, some can spread dangerous diseases like Zika virus, dengue, Lyme disease, and malaria. Particularly if you're visiting areas with known insect-borne diseases.

It's important to take steps to reduce your risk. If you are allergic to bees always keep your EpiPen with you!!

To help prevent bug bites, use the following tips:

- 🐛 Use insect repellent.
- 🐛 Wear appropriate clothing.
- 🐛 Check mailboxes for bugs and bees.

🐛 Watch your steps, bees and insect's build nest in the ground.

To treat bug bites and stings at home, dermatologists recommend the following tips:

1. **For painful bites**, such as a bee sting, take an over-the-counter painkiller, such as acetaminophen or ibuprofen. Always follow the directions on the label and use the correct dose.
2. **For bites that itch**, apply an ice pack or an over-the-counter anti-itch cream, such as hydrocortisone. Another option is to take an over-the-counter oral antihistamine.
3. **To reduce swelling**, apply an ice pack to the bite.
4. **Pay attention to outbreaks**. Check the CDC Travel Health Notices website and heed travel warnings and recommendations.

If you experience any serious symptoms after a bug bite, such as a rash, fever, or body aches, see your doctor or a board-certified dermatologist immediately. Make sure you tell the doctor about your recent bite so that they can examine you for a transmitted disease.



**American Red Cross**  
**BLOOD  
DRIVE**

I have also reached out to the American Red Cross. They have accepted our invitation to attend the Convention again this year. We do not know yet which day they will be there.

Every 2 seconds, someone in the U.S. needs blood. The Red Cross provides about 40% of our nation's blood and blood components, all from generous volunteer donors.

The Red Cross says that the number of people donating blood has dropped by 40% over the last two decades.

Each new donor helps them meet patient needs.

We had an awesome turnout last year. Lets do it again!

# Retirement Seminar & More This Year

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, **DO NOT SCAN the QR code for parking when you arrive. This does not apply to us and we will not be able to get you a refund if you use it.**

Reservations must be made **by May 15th**. Reservation info is on the back cover

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** that 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.

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.

We will start off Sunday afternoon with a Retirement Seminar with Joni Montroy from Key Retirement Solutions. Joni is a expert in postal employee retirement counseling. This will be from 2:30 -5 pm. This is a correction. In the last issue I had stated that she would be here Sunday evening. I am correcting that now to Sunday afternoon.

Sunday evening will be our usual Memorial Service at 7:00 pm. The Juniors are asked to help with the service.

At 7:30 on Monday morning we will again offer a breakfast for our first time attendees before we begin the official session. All newcomers are welcome and encouraged to attend. Not only will you receive a free

breakfast but you will also receive guidance on how the convention functions.

A separate breakfast for the Juniors will also be provided at 7:30 on Monday.

We will begin our joint session meeting at 9:00 am on Monday morning.

Guest speaker is NCRLCA Executive Committeemen Jeanette Dwyer. She will join us for the entire Convention

Other guest speakers during the convention are National Auxiliary Committeeman Mary Kappenman, Aneka Battle with APCU Credit Union, Ali Sherrill from Atena, USPS District Manager Scott Manier, and EAP counselor Dr. LaTacia Ruff.

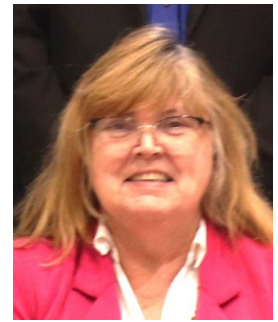
Lunch will be provided for all on Monday.

Monday evening we will have "Meet the Candidates". This will be the time for you to hear what the members running for office have to say.

Tuesday morning it is back to business at 8:30.

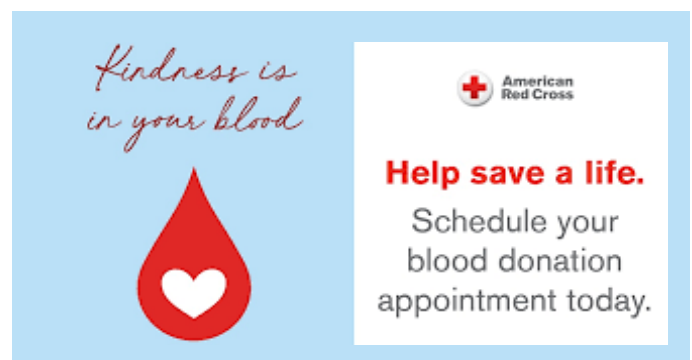
Tuesday night we will have our PAC fundraiser with a Roaring 20's theme. There will be a prize for best dressed!

We will finish up on Wednesday with the final business and the election of State officers.



**Secretary/  
Treasurer**

*Vicki Gray*



We will also be hosting a Red Cross Mobile Blood Drive right outside our meeting space. That day has not been finalized yet. We hope that you will consider giving the "***Gift of Life***" while we are there.

The program for the State Convention will be available on our website once it is finalized.

I'm looking forward to seeing you there!

# 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 has closed for this year.

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

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.

In reporting the results of the election, the candidates shall be placed on the roster in the order of votes received. The number of delegates to which the state is entitled shall be declared regular delegates; the remaining candidates shall be declared alternates.

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

Voting for your National Delegates is one of  
your Union Privileges.

Don't waste it!

Please take the time to vote.



### *Didn't Receive Your Ballot*

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.



# Official Convention News

## 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 back 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.

**No Candidate Announcements were received for publication.**

### GUEST SPEAKER NATIONAL OFFICER JEANETTE DWYER

Jeanete Dwyer of Lake Waccamaw, North Carolina was elected to the National Board of the National Rural Letter Carriers' Association at the 116th National Convention in Orlando, Florida on September 9, 2022, to serve a three-year term as Executive Committeeman.

This follows her appointment by President Ronnie Stutts on November 21, 2020 to fill the remainder of Executive Committeeman Johnny Miller's unexpired term. She previously served as President of the National Rural Letter Carriers' Association from 2011-2018, Vice President from 2008-2011, and as Executive Committeeman from 2002-2008.

Jeanete began her postal career in 1981 as a Designation 73 substitute and became a regular carrier in 1987. She has served this Association as both local steward and state steward, representing 3,548 routes in the State of North Carolina. Jeanete's extensive labor relations background serves this Association well in her present position. She remains in touch with rural carriers at all levels so she can continue to be informed about the daily issues that confront our craft. She continues to have the strong support of her husband Larry, son Andy, and grandson Bobby.

Jeanete will continue to work to represent the interest of all rural carriers with the dedication to improve our lot and the resolve to stand up for the true value of rural delivery by the best work force in the Postal Service.



# Official Convention News

## State Convention

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.
- 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 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](http://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.
- 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.

*(Continued on page 16)*

# Mail Before May 16th!

## 2025 PRE-REGISTRATION FORM NCRLCA

### STATE DELEGATE for District \_\_\_\_\_

Please print clearly.

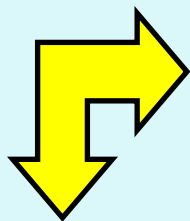
Name \_\_\_\_\_

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)

# 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
	<b>North Carolina Total</b>	<b>5065</b>	<b>855</b>

(Continued from page 14)

- 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.



# Official Convention News

## State Convention

### State Convention Committee Assignments

#### CREDENTIALS

Alicia Pressley, Chairman  
Roger Southern  
Samual Copeland  
Jennifer Yankaitis-Hanner

#### CONSTITUTION

Brenda Johnson, Chairman  
Mike Leonard  
Brandi West  
Jim Morrison  
Ricky Stafford

#### RESOLUTIONS

Robert Gurganus, Chairman  
Gail Naillon  
Lindsey Duncan  
Nathan Warren  
Eric Anderson

#### ELECTIONS

Debra Bennett, Chairman  
Connie Lindsay  
Mike Shue  
Nancy Moose

#### TELLERS

##### Committee One

Renee Johnson, Chairman  
Leigh Huffman  
Arnold Williams  
Rhonda Sears  
Patricia Cassey  
Kristina Parks

##### Committee Two

Wanda Burwell, Chairman  
Clarence Rogers  
Angela Morrow  
Donna Hash  
Candi Pressley  
Alaffia MacDonald

### If Elected As A State Officer

**If you are elected to the State Board at our State Convention please be aware that you will be required to remain after the conclusion of the State Convention on Wednesday for a Board Meeting.**

**This meeting will take place immediately after the convention. It takes approximately 2 hours.**

**If you are running for office please make arrangements to include this meeting in your plans.**

**It is required!**

# 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 by June 1st**  
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 by June 1st**  
To be presented to the Constitution Committee at the 2025 State Convention

# What's New in Congress



**PAC CHAIR**

*Brenda Gibbs*

**H.Res. 70** --Stephen Lynch introduced this legislation on January 28, 2025. There are currently 191 cosponsors nationwide. We are proud to have 4 in our state; Alma Adams, Deborah Ross, Donald Davis, and Valerie Foushee. However, we need more than that. March 3rd there were only 139 cosponsors with Alma Adams the only one from our state.

**S.Res. 147** --Gary Peter's introduced this legislation in the Senate on March 27th. Our own Thom Tillis helped with the writing of this legislation. This is the companion bill in the Senate to H.Res. 70. There are currently 7 cosponsors.

**H.R. 1065** --"Protect our Letter Carriers Act" was introduced by Brian Fitzpatrick on February 6, 2025. There are 101 cosponsors including Deborah Ross and Valerie Foushee from our state. March 3rd there were only 26 cosponsors and none were from NC.

**S. 463** --"Protect our Letter Carriers Act" was introduced in the Senate on February 6th by Kirsten Gillibrand. There are 3 cosponsors, but none from North Carolina. March 3rd there was only 1 cosponsor and they were not from our state.

**H.R. 1522** --"Federal Retirement Fairness Act " was introduced in the House on February 24th by Gerald Connolly. There are currently 75 cosponsors, including Donald Davis on February 24th and Deborah Ross more recently. March 3rd there were only 25 cosponsors with Donald Davis being the only one from our state.

This proves the value of our National Legislative Seminar. It was held March 22nd - 26th. State President Elaine Althoff and Vice President Jay Schreiber were both in attendance. As you can see above, the response to those meetings has been encouraging. We cannot stop. We have passed out "Letters to our Representatives" at the district meetings and we will have them available at the State Convention also. Let's keep going!!!

## THE NORTH CAROLINA STATE CONVENTION

This year's PAC banquet theme is "THE ROARING 20'S"!

Don't forget to dress the part for the banquet. This is a delicious meal and worth every dime. If you are writing a check for your meal, please make it out to "NRLCA PAC".

**Tickets must be purchased in advance.** There will be no ticket sales at the door. Order your tickets by mail with a \$10 per person minimum donation. Children under 2 eat free. Tickets may be picked up at the PAC table during the Convention. No tickets will be mailed to you.

Prizes will be given to your choice of best dressed male and female. The banquet will be held Tuesday June 17th. We will have our silent auction, raffles, and much more fun. Come out and join us!!

## 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



PAC BANQUET

LET'S HAVE A  
**ROARING**  
GOOD  
TIME

1920'S THEME

6:00 PM Tuesday June 17

**PRIZES FOR BEST  
COSTUME**

# 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.**

# North Carolina's

## Outstanding Member of the Year Recipients

YEAR	NAME	CITY	YEAR	NAME	CITY
1962	R. Clyde Winebarger	Boone	1995	Harold Knight	Stoneville
1963	Finley K. Rogers	Clarkton	1996	Ellen Reavis	Winston Salem
1964	J. Guy Padgett	Hayesville	1997	J R Jones	Washington
1965	Carey Lowrence	Mooresville	1998	Pete Williford	Newton Grove
1966	Robert H. Morris	Lexington	1999	Rene Holton	Statesville
1967	King W. Westbrook	Burlington	2000	Dennis Conley	Franklin
1968	Rufus U. Cotton	Fuquay Varina	2001	Barbara Smith	Raleigh
1969	Sanford H. Fishel	Winston Salem	2002	Jeanette Dwyer	Lake Waccamaw
1970	J. Frank Sessoms	Fayetteville	2003	Glenn Johnson	Newland
1971	Roy Barbee	Greensboro	2004	Van Carter	Plymouth
1972	Admah Lanier Jr.	Wilmington	2005	Bryan Hudgins	Eure
1973	Leonard Scronce	Vale	2006	Lynn Adams	Clinton
1974	Prennis H. Page	Stedman	2007	Sue Ligon	Statesville
1975	Lewin Medford	Canton	2008	Lonnie Thigpen	Beulaville
1976	J. E (Gene) Kirk	Charlotte	2009	James Simmons	Nakina
1977	J. D. Herring	Lumberton	2010	Sandy Wilson	Thomasville
1978	Bruce Cook	Murfreesboro	2011	Ronald L. Lineberger	Maiden
1979	Glenn F. Rogers	Leicester	2012	Van Heath	Jamesville
1980	Edd A. Beaver	Rockwell	2013	Brenda White	Elizabeth City
1981	Herman Jones	Zebulon	2014	Sally Corriher	China Grove
1982	Charles Currin	Bunnlevel	2015	Jeff Essick	Winston-Salem
1983	Robert Howard	Mooresville	2016	Derek Harpe	Advance
1984	Alex I "Ike" Napier	Albemarle	2017	Brenda Johnson	Lillington
1985	Seth Gabriel	Mooresville	2018	Donald Ayscue	Hertford
1986	Ralph Dagenhart	Troutman	2019	Roger Southern	Stokesdale
1987	Reita Gaither	Greensboro	2020	Carl Kelly	Linden
1988	George Ake	Fayetteville	2021	Steve Rogers	Winston/Salem
1989	Harry S. Kirk	Charlotte	2022	Jesse Ray Farmer Jr	LaGrange
1990	Owen Moore	High Point	2023	Mitch Reece	Winston/Salem
1991	W. T. Simmons	Lillington	2024	Dale Sain	Connelly Springs
1992	George Robinson	Iron Station			
1993	Doug Byrum	Waxhaw			
1994	Graham Snyder	Denton			

# "U.S. Mail Is Not for Sale"

Rallies were held nationwide to oppose efforts to privatize or restructure United States Postal Service, the nation's largest union employer. The perceived threats to the U.S. Postal Service endanger the jobs of 640,000 postal employees and the universal service millions rely on.

Letter carriers and supporters took to the streets with a clear message: "Hell No" to dismantling the USPS.

"U.S. Mail Is Not for Sale" and "Fight Like Hell" were chanted from street corners and in front of local Post Offices around the country. Several rallies took place across North Carolina.

Postal workers continue to raise awareness about the potential impacts of privatization. In addition to the protests, postal workers are urging the public to take action. They are encouraging people to contact their congressional representatives and voice their opposition to privatizing the Postal Service,

All four major postal service unions, the American Postal Workers Union (APWU), the National Association of Letter Carriers' (NALC), the National Postal Mail Handlers Union (NPMHU) and the

National Rural Letter Carriers' Association (NRLCA) have united under the perceived threats. All are supporting one another's rallies and all are involved in lobbying campaigns throughout the country.



Josh Rigeftsky, Seth Morrow, Angela Morrow, Lindsey Duncan, Tamara Fisher, De'Aundre Gerald and Cliff Workman at the Charlotte rally.



Brandi West and an unknown carrier at the Asheville rally.

Additional Rally Photos can be viewed on our website [www.NRLCA.org](http://www.NRLCA.org).



# Your Website and Changing Circumstances



**Webmaster**  
*Renee Johnson*

How quickly circumstances change.

Since the last newsletter, Postmaster General Louis DeJoy resigned, efforts have been made to dismiss the US Postal Service's governing board, (the first step to privatizing the Postal Service), and our members across the country rallied, including in Washington, DC.

Pleas to contact Congress were posted.

All this in addition to the Mini Mail Survey, District Meetings, Steward Training, and much more, while Rural Carriers were still serving their customers and maintaining their homes and families.

Folks, it has never been more imperative to get involved with your Union than NOW. Keep with you an extra form to join the NCRLCA and encourage membership and participation.

The North Carolina State Convention is June 16 through 18, 2025. Please attend. Everyone's input is essential.

To keep our members informed between newsletter mailings, we post to the NCRLCA website, and I ask you to visit often.

Your NCRLCA President, Elaine Althoff, and the entire NCRLCA State Board are quick to send requests for announcements to be posted.

We cannot know what changes are waiting for us right around the corner, but we will keep you notified as swiftly as possible.

Visit [NCRLCA.org](http://NCRLCA.org) today and every day.

See you at the North Carolina State Convention.



Mark McKendree and Brenda Gibbs at the Burlington rally.



Amber Morris, Debbie Bennett, Vicki Gray, Suzanne White, Lisa Stowe, Georgia Kline, Melissa Daniels and Ralph Fernandez at the Fayetteville rally

# Memorial Day May 26 2025

Memorial Day is more than just a long weekend marking the unofficial start of summer. It is a day steeped in history and significance, dedicated to honoring the men and women who have died in military service to the United States.

The roots of Memorial Day trace back to the aftermath of the Civil War, a conflict that claimed more lives than any other in American history and necessitated the creation of the country's first national cemeteries. The earliest known observance of what would become Memorial Day was in the 1860s, a time of immense grief and national healing.

Initially known as Decoration Day, this tradition began with citizens placing flowers on the graves of Union and Confederate soldiers. One of the earliest recorded instances occurred in Charleston, South Carolina, in 1865, where freed slaves and other citizens honored fallen Union soldiers. Women played a crucial role in these early ceremonies, organizing events and ensuring gravesites were properly adorned.

Decoration Day gradually became more widely recognized, leading to its official designation as Memorial Day. Major General John A. Logan of the Grand Army of the Republic issued a proclamation in 1868, calling for a nationwide day of remembrance. The first national observance saw volunteers decorating the graves of over 20,000 Union and Confederate soldiers at Arlington National Cemetery.

The holiday evolved to honor American military personnel who died in all wars, not just the Civil War. World Wars I and II, along with subsequent conflicts, saw Memorial Day become a day of broader national mourning and reflection.

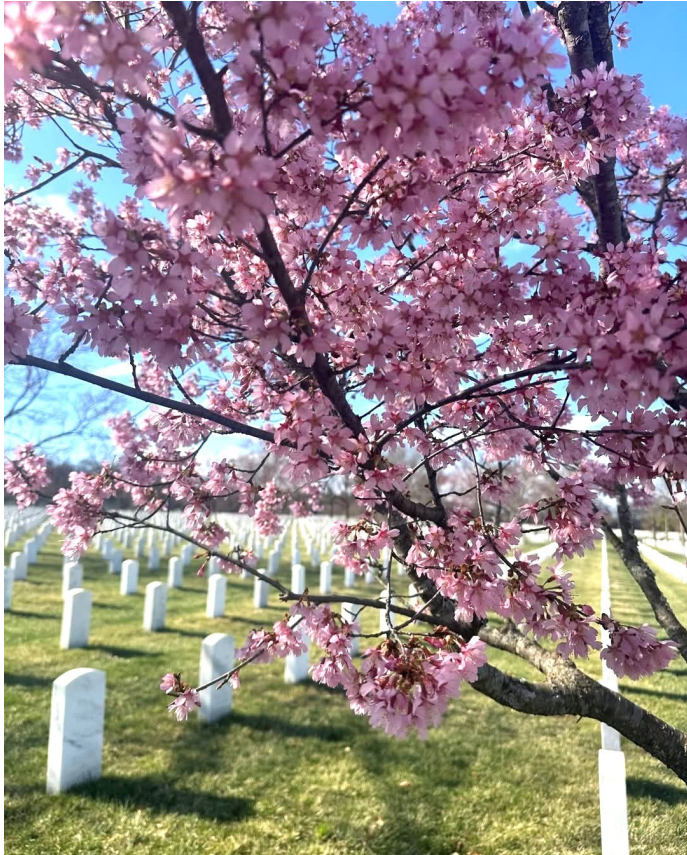
## Memorial Day vs. Veterans Day

It is important to distinguish Memorial Day from Veterans Day. While both holidays honor military personnel, Memorial Day specifically commemorates those who have died in service to the nation. Veterans Day, observed on November 11, honors all who have served in the U.S. military, both living and deceased.

Memorial Day is marked by a variety of traditional observances. Parades featuring military personnel and veterans are held in towns and cities across the country. People visit cemeteries and memorials, often placing American flags and flowers on graves. The American Legion sells paper red poppies. The red poppy is a symbol of sacrifice in honor of the soldiers who served and died for the country.

At 3 PM local time, Americans are encouraged to pause for a National Moment of Remembrance, reflecting on the sacrifices made by fallen soldiers.

**This Memorial Day: Remember and Honor the brave men and women who sacrificed their lives for our freedom.**



Beautiful cherry blossoms stand with the gravestones at Arlington National Cemetery





# 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
Rec'd documentation	Receipt
	Transcript
	Other

## Leave for Leave Replacements

Do you know your designation code? Do you know the difference? Now that leave replacements earn annual leave, it is important to know the correct method to submit a PS 3971 – Request for or Notification of Absence and how to request your leave hours.

- A Designation Code 78 is an RCA that is assigned to a primary route and works that route when the assigned regular is not carrying the route.
- A Designation Code 79 is an RCA assigned to an auxiliary route.
- A Designation Code 74 is an RCA assigned to a regular route and serves it full time because the route is vacant or because the regular carrier is absent for more than 90 days.
- A Designation Code 76 is a Part Time Flexible or PTF that is assigned a minimum of 2 K routes and maximum of 5 K routes.

All leave replacements earn Annual Leave at the rate of 1 hour for every 20 hours worked not to exceed 4 hours per Pay Period. Any hours worked by a leave replacement is included in the 20 hours. The different designations will dictate on the incremental hours a leave replacement would use to be off for one day.

- Designation Code 78 may submit leave in one-hour increments.
- Designation Code 79 may also submit leave in one-hour increments.
- Designation Code 74 must take leave in one day increments.
- Designation Code 76 may also submit leave in one-hour increments.

When taking just one hour of leave (Only Designation codes 76, 78, and 79) the carrier is considered unavailable for scheduling.

We may not use leave if those hours will place us on OT.

Leave replacements assigned to an auxiliary route or a regular route because the route is vacant, or the regular carrier is absent for more than 90 days should keep their own records from day 1 to day

90. On day 91, management should submit a Personnel Action Request Form to change the designation 78 to either 79 or 74, whichever is applicable. Once submitted, the leave will be credited retroactively to day 1. This designation change will also allow the 79 or 74 to earn Sick Leave in addition to Annual Leave. I encourage the leave replacements to keep a count of days worked because it is very often management fails to submit the request on day 91. This will cause a delay in the leave being credited.

When we submit a PS 3971 leave slip, please make sure we are submitting properly. “Properly” is not laying it on the manager’s desk and walking away. The proper way to submit to complete 3 copies of the form. When we submit the form, management should sign and date the “notified” section and return 1 copy to you. Do not misplace your copy. This is our proof of when we requested leave. Management is not required to approve or deny our request upon submission.

Management does have a timeline to approve or deny our request or it will result in the leave being automatically approved. Per article 10.7, failure to return a request for leave within three (3) days of receipt will result in the request being automatically approved, provided the rural carrier has obtained proper acknowledgement of the leave request



**Assistant District Representative**

*Kelly Kenny-Futch*

**Do you know your  
designation code?  
Do you know the  
difference?**

*(Continued on page 29)*

## **Are You Wearing Your Seatbelt?**

National General Insurance stresses the importance of using seat belts for safety in vehicles. Wearing seat belts is crucial for protecting drivers and passengers during car accidents, as they significantly lower the risk of injury or death. Studies show that seat belts reduce the chances of death by about 45% and serious injuries by 50%.

People who consistently wear seat belts may also enjoy lower insurance premiums, as insurers often offer discounts for safe driving habits.

It is essential to make sure that everyone in the vehicle is buckled up before starting a trip, no matter how short the distance. This practice promotes safety and helps improve the driver's record, which can lead to quicker and easier claims processing if an accident occurs. Making a habit of using seat belts shows a commitment to road safety and responsible driving. As rural letter carriers, we all have a responsibility to each other. Don't let not wearing a seat belt go unnoticed. Speak to your coworkers about the importance of wearing a seatbelt.

By calling National General, you can learn why fellow carriers take advantage of this special benefit. Make sure you mention 'RRP' when you get your quote. Provide your email address, and you will receive a FREE \$10.00 e-gift card!



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*(Continued from page 28) RCA Corner*

submission. The day we submit is not day 1. Day 1 is the following day. Leave replacements also have access to submit via Liteblue using eLRA or the call in number. When using these methods be sure to write your confirmation number down and don't misplace this information.

It is the time of the year we all start thinking of vacations. Leave replacements have not always earned leave for paid time off. They work very hard and deserve this benefit. As a regular carrier, I think we all need to remember if not for our leave replacements we would not be able to have time off either. No matter what your designation code is, we appreciate your work and hope you will be able to enjoy paid leave. You have earned it!





## North Carolina District Representative

### Cliff Workman

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Catawba, SC 29704-0408  
803-748-6155

[William.Workman@nrlca.org](mailto:William.Workman@nrlca.org)

## Full Time Assistant District Representatives

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### Angela Morrow

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### Elissa Gonzalez

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## Area Stewards

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### Kathy Roberson

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### Brandi West

828-707-4308

[brandi.west@nrlca.org](mailto:brandi.west@nrlca.org)



## North Carolina District Representative

*Cliff Workman*

### Bidding On A Route

Hello to you all,

I hope this finds you well and that you are looking forward to the State Convention. It will be good to see each of you at Great Wolf Lodge in Concord.

There have been some questions about bidding on routes lately. We have route cuts already underway and route postings should be coming up close behind it. Please read the route posting that you are bidding on very carefully. We have had several carriers mistakenly bid on postings they thought were in their office.

If you bid on a route, you have until the close of the bid to withdraw it. If you bid in error, then the bid

**Carriers, if you do one thing and one thing only; please get your pin numbers so you may bid on a posting.**

cannot be overturned. The only contractual reason to overturn a bid is if there was an error with the posting that precludes a carrier from bidding. If this occurs HRSSC will need to be notified as soon as possible, and before the posting closes. Please get...IN WRITING that there is an issue with the bid. Make it known there is an issue.

Carriers, if you do one thing and one thing only; please get your pin numbers so you may bid on a posting. If the only reason you cannot bid is because you do not have your pin, you may not get a route at all. Get your pin number from HR, and please be prepared to bid if there is a posting that comes open you wish to bid on.

Let us discuss district wide postings. These postings can show multiple bids for multiple offices. Please be careful when clicking on open bids. Only submit what you want to bid on. Read! Read!! Read!!!

PTF's and RCA's, if you "bid all", you are saying; you are fine with whatever route you are assigned. If only one route is posted, then that is perfectly fine. The senior relief carrier will most likely be awarded the route. However, if a regular receives the award, then the relief carrier would receive the residual route.

When there is more than one route posted, I suggest you carefully select your first choice, second choice, etc....so you control the outcome of your bid. Submitting your bid in this fashion is the only way to ensure your preference when multiple outcomes are available.

No matter what you are bidding on, ALWAYS, ALWAYS keep a copy or screen shot of the submission. We need proof if a grievance is filed. Documentation is your best friend when you file a grievance in situations like these.

Bidding language can be found in Articles 12, 30, MOU # Six and MOU # Seven. To find out whether a bid is local or district wide, look in the upper left corner of the paper bid postings in your office. It will say: "Insert PO name here-Bid cluster". (For Example: "Raleigh Bid Cluster" OR "Charlotte Bid Cluster"). If it is a district wide posting. It will say: "District wide Bid Cluster".

See you at the State Convention. We will have local steward election forms for anyone who wishes to be a Local Steward.



Tracy Greer and Cliff Workman at the Charlotte rally.

## NORTH CAROLINA AUXILIARY OFFICERS

### **PRESIDENT**

**ROANOKE HEATH**

25722 US Highway 64

Jamesville, NC 27846

252-809-9901

[Roanokeh@embarqmail.com](mailto:Roanokeh@embarqmail.com)

### **VICE PRESIDENT**

**PAMELA J. FARMER**

4377 5 Points Rd.

La Grange, NC 28551

252-566-9290

[Pjfrayparl@gmail.com](mailto:Pjfrayparl@gmail.com)

### **SECRETARY/TREASURER**

**SUE KELLY**

4701 Main St.

Linden NC 28356

910-980-0820 or 910-890-2804

[Msuekyl117@gmail.com](mailto:Msuekyl117@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](mailto:HeatherGreer74@gmail.com)

### **JUNIOR OFFICERS**

**PRESIDENT**

**ALLISON HOLT**

**VICE PRESIDENT**

**EASTON SMITH**

### **SECRETARY/TREASURER**

**NATHALIE WARREN**

**CHAPLAIN**

**TRENTON GREER**

## **Join us at Great Wolf!**

Well, it's already that time of year again...State Convention! We will be back at the Great Wolf Lodge again this year. I'm excited about that. We had a great time last year. I know we've all had a rough year this past year with Hurricane Helene and I'm looking forward to seeing everyone again this year and having some fun. I have some great things planned for this year.

Remember you need to pre-register this year to participate in the Junior activities by May 15, 2025. There is also a non-refundable T-shirt fee of \$10 that is due with the pre-registration. The T-shirt is a safety measure that allows us to better keep track of your children during the field trip.

**Send the pre-registration form and fee to Heather Greer, Junior Sponsor, PO Box 41, Vilas, NC 28692.** You may also email it me at [heathergreer74@gmail.com](mailto:heathergreer74@gmail.com).

I would also like to encourage you to participate in the Junior Poster/Essay Contest. This is available to all children and grandchildren of both Active and Retired Rural Carriers. The poster and essay contest is open to all Juniors ages 6 to 20. All entries must be on or attached to a letter-size manila folder. The posters and essays are due by June 16th.

Attention Juniors (and parents and grandparents): National Scholarships must be completed by March 1, 2025 (past now) and NC Auxiliary Scholarships are due June 1, 2025.

I want to encourage everyone who is eligible to apply.

Hope to see you there!



# THE CURE STARTS NOW®

The Auxiliary is selling *THE CURE STARTS NOW* mailbox pins (pictured right) 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 15<sup>th</sup>**

## 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.

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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

## **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](http://www.greatwolf.com)  
Reservations must be made by May 15, 2025

**We have free parking**  
**DO NOT SCAN the QR code for parking**

**This does not apply to us and we will not be able to get you a refund if you use it.**

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.