



# NORTH CAROLINA RURAL CARRIER



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

Volume 33 Number 4 Circulation 8600 Edited Spring Lake, NC January-February 2017

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*Mitchell Reece*

## President's Message Do you belong?

I am starting this issue's article with a simple question. There are two answers. One is yes, the other is no. If you answered yes, that is good. If you answered no, this entire issue is to help encourage you to change your no to a yes.

This newsletter is being mailed to all rural letter carriers in North Carolina to promote increasing membership in the NRLCA. There are far too many regular carriers and RCAs that are not members of our union. Inside this issue, you will find many articles with compelling reasons to join us. There is strength in numbers.

One of the primary reasons to join is information. If you are a member, you receive the national magazine as well as our state magazine. Both publications are filled with articles that help you to be more aware of your rights as a rural carrier. The president's message in both are written to inform the members about what is going on now that affects us as carriers. This includes postal reform which will affect the future of our jobs. I encourage each of you to become more politically active by contacting your representatives when new legislation regarding postal reform is introduced.

On the first day of the 115<sup>th</sup> Congress, Representatives Sam Graves (R-MO) and Gerry Connolly (D-VA) introduced H. Res. 15, a resolution expressing the sense of the House that the Postal Service should take all appropriate measures to ensure the continuation of its 6-day mail delivery service. The same resolution in the 114th Congress, H. Res. 12, had 238 bipartisan cosponsors support the 6-day resolution. Our legislative staff works very hard on our behalf to promote the rural carrier craft on Capitol Hill.

As a member, you can also become active and informed at the local level by attending your district meetings. These meetings are held to keep everyone updated on the latest issues affecting the rural carrier craft. If you want to have your questions answered, please go to your next meeting and get to know other carriers in your area.

Can you imagine what our salaries and working conditions would be without our union? Collective bargaining has provided us with good wages and benefits and a safer workplace.

There are many more reasons to join this union such as the health plan and other insurance plans that are only available to members. The auxiliary on both the national and state level provide scholarships for your children and grandchildren. I encourage each of you who are not members to read this issue carefully and consider joining us. Remember that an uninformed carrier is management's best friend. Be safe out there.

**North Carolina Rural Letter Carriers' Association  
Officers**

**PRESIDENT  
MITCH REECE**

211 Wheel Crest Drive  
Winston-Salem, NC 27127-9729  
Phone 336-764-2747  
NCRLCAPresident@gmail.com

**VICE PRESIDENT  
BRENDA GIBBS**

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

**SECRETARY/TREASURER  
VICKI GRAY**

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

Brushy Mountain	3	Ashe	6	Albemarle	2
Central Carolina	16	Foothills	10	Smokey Mountain	11
Five County	28	Durham County	12	Caswell County	14
Johnston County	34	Yadkin River	26	Catawba/Lincoln	15
Rutherford/Polk	47	Guilford County	30	Cleveland/Gaston	29
Tar River	51	Piedmont	50	French Broad	31
Wayne County	56	Tidewater	52	Union County	54

**Executive Committee**

**SAFETY**

**BRIAN DAVIS**

2149 Joel Johnson Road  
Lillington, NC 27546-8986  
Phone 919-274-2217  
NCRLCASafety@gmail.com

**FEHB**

**AUDREY SOLOMON**

333 Jeribec Drive  
Willow Springs, NC 27592-8093  
Phone 919-639-0767  
NCRLCAHealth@gmail.com

**RETIREMENT**

**RENEE JOHNSON**

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

Alleghany County	4	Roanoke Chowan	7	Alamance	1
Peach Belt	5	Cumberland/Hoke	20	Burke/Caldwell	9
Southeastern	8	Tri-County	25	Harnett	32
Sea Level	23	Mecklenburg	38	Orange County	39
Wake County	24	Randolph County	42	Rockingham	46
McDowell/Mt Mitchell Person	36 41	Roanoke	44	Watauga/Avery	57

**Appointed Officers**

**CHAPLAIN**

**DOUG BYRUM**

1016 Cuthbertson Road  
Waxhaw, NC 28173-9751  
Phone 704-843-3284

**HISTORIAN**

**ROBERT A GURGANUS**

1573 Gurganus Road SW  
Shallotte, NC 28470-5418  
Phone 910-269-8364

**P.A.C. CHAIRMAN**

**VAN HEATH**

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

**AUTO-HOME INS. REP.**

**BRIAN HAMLETT**

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

**PROVIDENT GUILD**

**DALE SAIN**

6289 Nobby Lail Rd  
Connelly Springs, NC 28612-7425  
Phone 828-461-5057

**PAST PRESIDENT**

**DANIEL CAUDLE**

5744 Seward Rd.  
Pfafftown, NC 27040-9618  
Phone 336-924-0966

**WEB MASTER**

**JEFF ESSICK**

229 Essick Lane  
Winston-Salem, NC 27127-9129  
[jeffessick@bellsouth.net](mailto:jeffessick@bellsouth.net)

Please visit the website  
[WWW.NCRLCA.com](http://WWW.NCRLCA.com)  
For all the latest  
information

**MAIL ADDRESS CHANGES AND  
NEWS ITEMS BY THE 10<sup>TH</sup> OF  
THE MONTH  
TO:  
VICKI GRAY  
424 Wapiti Drive  
Spring Lake, NC 28390-1562  
Phone 910-745-8815**

## Obituaries

**Cleveland Cordell Baker**, 75, of Bolton died Sunday, December 11, 2016. He was born May 27, 1941, the son of the late Jesse Cleveland Baker and Sally Baker.

Following graduation from Hallsboro High School, Mr. Baker served in the U.S. Army. He was a rural mail carrier for 35 years.

He was a past Chairman of the Advisory Board Committee at East Columbus High School, as well as a member of the Booster Club. He was a member of Bolton Baptist Church, where he served as a deacon, superintendent, and past Sunday school teacher. He was a former fire chief for the Bolton Fire Department and served as a member of the Bolton Planning Committee. He was also a handyman, craftsman and talented carpenter. He always said he could fix anything except a broken heart. He was a people person and made a lot of lasting friendships.

He is survived by his wife, Carolyn Little Baker of the home; daughters, Brenda Baker Babson husband, Larry of Delco, Debbie Baker of Lake Waccamaw, April Baker Malpass and husband, Jamie of Delco; grandchildren, & great-grandchildren.

He was preceded in death by his parents and a sister, Sylvia Baker Hewett.

**Mareia Bradshaw Crouse**, 70 of Advance passed away Sunday, December 18, 2016 at Wake Forest Baptist Health. She was born April 10, 1946 in Forsyth County to Floyd Caldwell and Ruby Alberta Granger Bradshaw.

Mrs. Crouse was a member of Mocks United Methodist Church for many years and was retired from the U.S. Postal Service with many loyal years of service. She enjoyed camping, reading, baseball and shopping, along with her great love for animals. She enjoyed sharing with many charitable organizations but foremost she was a loving wife, mother, grandmother and great grandmother.

Preceding her in death are her parents; two brothers, Wayne and Ralph Bradshaw and a grandson, Sean Michael.

Surviving is her loving husband of 53 years, Ralph Jerry Crouse; three children, Allen Crouse and wife Manya of Winston-Salem, Tonya Crouse of Mocksville and Michelle Crouse of Tobaccoville; eight grandchildren; nine great grandchildren and a twin sister, Marion Schweickhardt of San Antonio, TX.

## Chaplain's Message Doug Byrum, Chaplain

### Blessed Assurance

#### Read Philippians 1:18-30

*Paul wrote, "To me, to live is Christ, and to die is gain."*

Philippians 1:21 (NIV)

My good friend Glenn had been diagnosed with leukemia and hospitalized for chemotherapy treatments. As I drove to visit him, I wondered how the visit would go. I have made other trips to see friends who have been hospitalized unexpectedly, and sometimes the visits are difficult.

People reacting to the diagnosis of a potentially fatal disease respond in a variety of ways, including anger, depression, and grief. While Glenn had always been a very positive person, I didn't expect him to be in the best of moods when I entered his hospital room.

That first visit ~ and others over the next few weeks ~ was an uplifting experience. Most of the time Glenn was upbeat, welcoming visitors and joking with the hospital staff. Although his future was uncertain, he was at peace. As he told me on that first visit, "If my time is up, it's OK. I know where I am going." Glenn's response was a great example of what faith can do.

In today's scripture reading, the apostle Paul summed up this faith. Although he was imprisoned and uncertain whether he would live or die, Paul was at peace because he trusted God. With Christ as our savior, we do not face challenges alone. We can take heart in Paul's words that whatever the circumstance, we can find peace and assurance from knowing that our Lord and Savior is with us today and throughout eternity.

### **Prayer Focus: THOSE UNDERGOING CHEMOTHERAPY**

**Prayer:** Heavenly Father, thank you for the comfort and peace you provide in times of trouble. Help us share the good news of your love and grace with others. Amen

### **Thought for the Day:**

*God says,  
"Never will  
I leave you;  
never will I  
forsake  
you."  
(Heb. 13:5)*



**Vice President**

*Brenda Gibbs*



**SAFETY**

*Brian Davis*

## **Why it pays to belong and be active in the Union**

The biggest reasons I see for joining the National Rural Letter Carrier Association and also for being active in the Rural Carrier Union is the **accurate information** you receive and the **fellowship** with your fellow union members.

Several years ago I spoke with a young RCA that was assigned to an auxiliary route in her local office. She was a union member but was not active in the union. Her manager convinced her that she would be better off financially if she would carry other routes as the senior RCA rather than carry the auxiliary route she was assigned to.

She followed his advice for quite some time before attending a district meeting and talking to some of the other carriers about the situation. She did not realize that the pay difference for working on those other routes did not equal the leave that she lost by running those routes. She was only in a leave earning status while carrying the auxiliary route.

Ultimately grievances were filed and a settlement was reached. This allowed her to earn leave and allowed the other RCAs to pick up the extra routes that she had been running. There was a significant financial loss to her and all RCAs involved.

*We all learn from each other thru our experiences and varied knowledge.* The fellowship and information that we share at our District meetings as well as the State, Area and National Conventions is invaluable in the day-to-day performance of our jobs. **Are you a member? Are you actively involved?**

Why not? We are a family organization. Your spouse and children are welcome also. **I encourage everyone to join.**

## **Christmas is over!**

Hello to all my fellow NCRLCA members and non-members!

Everyone reading this issue deserves a pat on the back because that means we all survived Christmas!

In the last issue, I discussed the importance of keeping your vehicle in tip top shape for wintertime, keeping your office and dismounts open and clean to prevent accidents and having an amber light that is visible from all directions.

I also included a summary article from the RCA session at the Fall Booster meeting which I encourage every RCA to go back and read and for the newcomers, join our membership and read it online at NCRLCA.com.

As for this issue... Christmas is over and springtime is right around the corner. That means more animals, more kids and more obstacles could be around every turn.

It's the middle of January and I have already experienced bees beginning to make themselves at home in mailboxes on my route! This could be extremely dangerous for those of us who are allergic. Once you notice bees or insects around your boxes always notify the customer with PS Form 4056 and try to let the customer resolve it before using sprays.

For the carriers at both ends of the state it is about time for Black Bears to come out of hibernation and they will be hungry! As most signs at the zoo say... **DO NOT FEED THE BEARS!** Do not ever put yourself in harm's way with animals. Be cautious of deer and dogs along the route and also to and from work as well.

Because of the crazy North Carolina weather that we have had; some schools will be opened and closed on different days, including the occasional Saturday. Please be mindful of the kiddos running around in different places that they may not normally be. A child could run out in front of or behind any LLV or POV at any time. Besides we all know kids love to see the mailman!

With spring on the horizon and the growing number of accidents in our state I would like to talk about something that a lot of carriers may not even be aware of, your accident kit (ITEM #087-H). You must have this kit inside your vehicle while delivering mail at all times! In the unfortunate circumstance that you are involved in an accident you must use this kit. Some of you may have it as part of your daily routine and others may not have ever seen one. Management has them folks so be sure to ask for one. If management does not provide one to you, please contact me and I will get you one. The kit includes the following...

- Standard Form 91
- Form 4585
- Form 4586
- Pencil
- Chalk
- Your Local Instructions

Having these tools at your discretion during an accident could make or break your case afterwards. With the introduction of the new ARC position as well as limited LLV and mail delivery training we must stay safe out on the roads!

Now for those carriers reading this special issue for the first time and pondering on whether or not you would like to join our membership let me just say that this union is only as strong as member involvement.

The main question I am always asked is... **“What does the union do for me?”** I’m glad you asked!

First off you will notice at the bottom of your paystubs it will occasionally say **“Contractual Increase”**, well you can thank our union for that!

The union is in a constant battle against the USPS to make sure that we are all protected with fair wages and not receiving just \$10/hour. Hence the **contract** that protects these wages. Well you can thank our union for that also.

Yes, you can thank our union for both of these, the newly negotiated contract and the pay increase.

The union is also responsible for the RCA members being able to acquire health insurance now for less than \$100/month. RCA insurance has been an ongoing topic since I began my career a decade ago. Now we have succeeded in winning that losing battle!

I am sure most of you have heard about or participated in the data collection for the new time standards that we hope are in effect soon. With this change in our evaluated system it means carriers will

actually be compensated for the hard work they are doing due to Amazon, Zulily, HSN, QVC etc. etc. Not based on 20 year old USPS standards that were created when such online shopping entities did not exist. **Thank your union!**

One more brief thing I would like to say about the union is how much of a family we are. Do you realize that not only do we have the union for the carriers but we also have the Auxiliary for your spouses, whom have their own board and own agendas. They also contribute to fundraising and award scholarships to our Juniors. That’s right, Juniors! A way for even your children and grandchildren to get involved! Are your children missing out on a scholarship or opportunity? You will never know unless you join.

This union is your voice with our employer. I encourage everyone to become more involved so that when contract negotiations come up in the future you can take part!

Start at your district level, go to your district meetings, maybe hold a position at the local level and work your way up. Go to your state convention! Knowledge is power folks and the union provides the knowledge.

Let’s stay safe out there and as always... **WEAR YOUR SEATBELT!**

*Happy  
Valentine's Day*



The first U.S. stamp to commemorate LOVE was issued in January 1973. The design was based on the iconic LOVE sculpture by Robert Indiana, of a stacked LO and VE. This is one of the most recognized works of pop art today.

Although this first LOVE stamp was extremely popular the USPS would not print another LOVE stamp for years.

The second LOVE stamp appeared in 1982, a floral tribute with the word “LOVE” spelled out with flowers. A third LOVE stamp was issued in 1983.

A USPS press release stated that the LOVE stamp was intended for use, “not just for Valentine’s Day but for special occasions throughout the year, such as weddings, birthdays, anniversaries and letters to loved ones.”

Generic LOVE stamps were issued in 1985 and 1986. In 1987 the USPS announced that “in recognition of the universal nature of the theme” a new LOVE stamp would continue to be issued annually.

By 1988 the annual production of the popular series was approaching one billion stamps, and the USPS decided to offer something more. For the first time there would be *two* LOVE stamps: one for the standard one-ounce first class postage rate and another different but complementary stamp for the two-ounce rate. This reflected the popular use of the stamp on heavier wedding invitations.



## RETIREMENT

*Renee Johnson*

### *Ready to Retire?*

Welcome to 2017! It's a new year, and possibly the one in which you will make decisions concerning your future retirement goals. One is likely to be: ***Am I ready to retire?***

The July 2016 issue of *The National Rural Letter Carrier* magazine published an article on retirement by our National Vice-President, Ronnie Stutts. It is one of the most comprehensive I have found on understanding the Federal Employees Retirement System (FERS), and I have selected several portions of it to reprint here in the event you missed it, or would like the information once more.

In it, you will learn about what is meant by the three-tiered system (or the three-legged stool), eligibility, special benefits, and have access to a basic calculation tool.

### **Understanding Your FERS Retirement**

When we talk about your FERS Retirement, we're really talking about several different benefits. FERS has three main components:

- Basic FERS Pension
- Social Security
- Thrift Saving Plan (TSP)



Your FERS pension and Social Security will be fixed dollar amounts. But the money you get from your TSP will depend on how much you contributed and how well you managed the money.

### **When Can I Retire Under FERS?**

In order to retire under FERS, you must have reached a certain age and have enough years of creditable service.

When you are able to retire depends on:

- Your Age
- Your Years in Service
- What Type of Retirement You Choose

For example: For a regular FERS Immediate Retirement, you must have reached your Minimum Retirement Age (MRA) and have at least 30 years of creditable service. But you could also qualify if you are at least 60 at retirement with 20 years of service, or be at least age 62 with 5 years of service.

If you were born	Your MRA is
Before 1948	55
In 1948	55 and 2 months
In 1949	55 and 4 months
In 1950	55 and 6 months
In 1951	55 and 8 months
In 1952	55 and 10 months
In 1953 - 1964	56
In 1965	56 and 2 months
In 1966	56 and 4 months
In 1967	56 and 6 months
In 1968	56 and 8 months
In 1969	56 and 10 months
In 1970 or after	57

An immediate retirement benefit is one that starts within 30 days from the date you stop working. If you meet one of the following sets of age and service requirements, you are entitled to an immediate retirement benefit:

Age	Years of Service
62	5
60	20
MRA	30
MRA	10

**Eligibility Information: \*\* If you retire at the MRA with at least 10, but less than 30 years of service, your benefit will be reduced by 5 percent a year for each year you are under 62, unless you have 20 years of service and your benefit starts when you reach age 60 or later.**

## How Much Will My FERS Pension Be?

In order to calculate your basic FERS retirement pension, you will need to know three things:

- Your High-3 Salary
- Your Years of Creditable Service
- Your Pension Multiplier

### Gross vs. Net FERS Pension

Once you calculate your gross pension, it's important to look at your net number. One of the most common mistakes I see rural carriers make is that they plan based on their gross pension—not the net. They calculate their pension, but they forget to look at the amount that they'll really take home each month. Some will remember to factor in the cost of their FERS survivor annuity, but that's just one reduction. Make sure to include all deductions from the gross amount.

#### QUICK CALCULATION FERS ANNUITY

##### FERS Pension Calculation

For less than 62 years old, the % factor is 1%.

If over 62 years old, the percent factor is 1.1%.

$$\frac{\text{High-3 salary}}{\text{High-3 salary}} \times \frac{\text{years of creditable service}}{\text{years of creditable service}} \times \frac{\text{percent factor}}{\text{percent factor}} = \frac{\text{annual annuity}}{\text{annual annuity}}$$

#### SAMPLE WITH 30 YEARS AND HIGH-3 OF \$55,000 OVER 62 YRS OLD

$$\frac{\$55,000}{\text{High-3 salary}} \times \frac{30}{\text{years of creditable service}} \times \frac{1.1\%}{\text{percent factor}} = \frac{\$18,150}{\text{annual annuity}}$$

#### TRY TO COMPUTE YOUR OWN ANNUITY

$$\frac{\text{High-3 salary}}{\text{High-3 salary}} \times \frac{\text{years of creditable service}}{\text{years of creditable service}} \times \frac{\text{percent factor}}{\text{percent factor}} = \frac{\text{annual annuity}}{\text{annual annuity}}$$

Divide this amount by 12 for your monthly annuity.

#### OTHER POSSIBLE DEDUCTIONS:

**SURVIVOR BENEFIT** \_\_\_\_\_  
**FEDERAL TAXES** \_\_\_\_\_  
**STATE TAXES** \_\_\_\_\_  
**FEHB (Health benefits)** \_\_\_\_\_  
**FEGLI (Life Insurance)** \_\_\_\_\_

## How Much Social Security Will I Get?

In 2011 the Social Security Administration (SSA) stopped mailing paper statements. If you have an old one, it's probably a good ballpark. However, if you never kept any of your paper statements you can use the SSA's Retirement Estimator to get an idea of what your Social Security benefits might be. You can find it at <http://www.ssa.gov>.

### Special Benefit for FERS Retiring Before Age 62

There is a special benefit for some FERS retiring before age 62. It's called the Special Annuity Supplement, but more commonly known as the FERS Supplement. Social Security is an important part of the FERS Retirement package, but what about FERS employees who retire before they could even draw Social Security?

The FERS Supplement is designed to help bridge the money gap for certain FERS employees who retire before age 62. But not all FERS employees are eligible to receive the Supplement. It is very important that you double check to make sure that you qualify for the FERS Supplement before you retire. The most common mistake is calculating full years of service for part-time service.

### Thrift Savings Plan for FERS

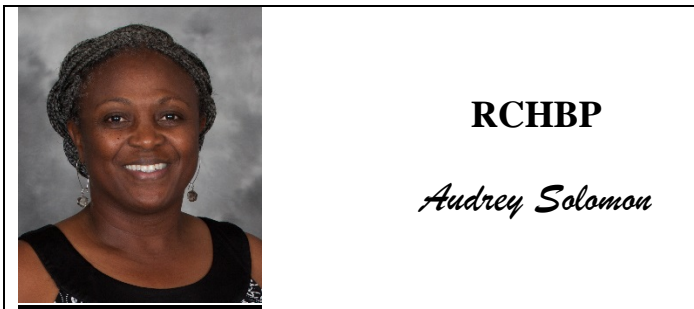
With your FERS retirement pension and Social Security, you will receive fixed amounts. But with your TSP, the amount you receive depends on how much you put in and how well you managed the money.

Remember that TSP is a special account created for federal employees. It was created as part of the *Federal Employees Retirement System*. It is part of your retirement. If you do not contribute then this leg on your stool will be very short!

TSP allows you to save your pre-tax dollars and invest them. The USPS matches your contributions up to 5%. If you are not saving at least 5% then you are throwing money away!

It is up to you to contribute and manage your TSP account.

Your TSP contributions are optional and separate from your FERS pension. This can be the largest portion of your FERS retirement depending on your investment. Please visit [www.tsp.gov](http://www.tsp.gov) for more information on your options.



## HIGHLIGHTS OF THE RCBP HEALTH PLAN

Happy New Year.

I know a lot of you have set some weight management goals thru eating better or by getting physically fit. I went online to rcbphealth.com and found some interesting information towards the before mentioned goals.

- Logon to rcbphealth.com
- My online services
- Wellness tools scroll to blue box at bottom of page
- Login to my online services
- Login to Coventry health
- Health and wellness
- Learning centers
- A list of categories will come up alphabetically click on fitness & exercise or weight management

Click on one of the sites or any site and be amazed at how you can better manage your health, eating habits and exercise regiments.

In the Interactive tools section, you can use a personal calculator to learn more about your health. In the Health topic section, you can learn more about your diagnosis and how you can manage it.

While using the wellness tools, you can manage your personal health. Look at your personal profile and that of your family. This is a good way to keep up with medications, family history, medical procedures and allergies to name a few.

You can check claims filed, benefit usage and get ID cards.

I would like to say if you do not have the Rural Carrier Benefit Plan, you are missing out on a lot of benefits that other plans do not offer. This plan is only available to members of the NRCLA.

## WINTER WEATHER/DRESSING FOR COLD

As you know, the cold weather is here. Working in the cold can be a chore. Here are some suggestions for keeping warm.

1. **Dress in layers** — Use thin layers instead of one thick layer — it will insulate you better.
2. **Wear a base layer** — such as long johns.
3. **Wear a hat** — to help maintain body heat.
4. **Wear gloves or mittens** — I know this is hard when delivering mail. — Some carriers buy cheap gloves and cut the fingertips out, others use gardening gloves. — Hand warmers are also a good idea.
5. **Wear good socks** — Merino wool is good for insulating and keeping your feet dry. If you layer make sure feet are comfortable and have good circulation. — Socks that make your shoes to tight impede blood circulation.

These are just suggestions not the rules. Each of us have our own way of staying warm. Be aware of how your body deals with the cold and remember the weather can change at any moment.

Please do not forget to **hydrate** also.  
Be prepared. Stay safe and healthy.



## Federal Tort Claims Act and your Insurance

This is an excerpt from Form T-7 on Federal Tort Claims Act. It is available in its entirety along with lots more helpful information on the NRLCA website's under the Steward Reference Guide.

The NRLCA has a longstanding partnership with a major insurance company that's well versed in handling Tort Claims. I would be happy to provide you with information or answer questions concerning Auto/Homeowners Insurance so feel free to call or text me at 336-514-7406 or email me at NcCarrierIns@yahoo.com. **Send NO sensitive information by email or text please.**



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

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

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

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

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

**CLAIMS NOT COVERED:**

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

5. Claims for damage to contract or leased vehicles when driven by postal employees.

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

**PRIVATE INSURANCE POLICY OF POSTAL EMPLOYEES:** some employees have insurance policies on their POV that include the federal government as an additional insured. In all motor vehicle accidents involving a postal employee operating a POV the USPS will request that the employee furnish a copy of the liability policy covering the vehicle. They will include a copy with the investigative report. Management must investigate and determine that the employee was acting in the scope of employment at the time of the accident and that the employee was properly authorized to use the vehicle in carrying out duties. They will also review the employee's insurance policy, riders and endorsements to see if the employee had liability insurance on the vehicle. They will be looking to see if the policy contains clauses that limits or excludes the insurance company from liability or if it includes the United States as an additional insured. Not all companies have written exclusionary provisions in their policies. Some companies have this exclusionary provision in some, but not all of their policies.

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

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



# New Congress In Town

## Is that enough to get you worried?

As I sit here writing this the New Year is only a week in the past. The new Congress has been sworn in and we will have a new president in less than two weeks. It is a new day in Washington. While many hope this will be a good thing, we know our issues will never go away. We would like to be recognized for the hard work that we do every day; but, sadly that will probably never be the case.

Occasionally I am asked “Why do our members need to donate money to our PAC for lobbying efforts on Capitol Hill?” By federal law, our union is forbidden from using dues money for lobbying. This is an obstacle our competitors are not burdened with.

Late last week, [Rep. Todd Rokita \(R\) IN](#) introduced legislation that would eliminate union representation and protections for new federal employees to include new hires by the US Postal Service. This is one of many attacks we have learned about against organized labor and the American worker since the 2016 national elections.

A key provision of Rokita’s “Promote Accountability and Government Efficiency (PAGE) Act” states:

Notwithstanding any other provision of law, any employee in the civil service (as that term is defined in section 2101 of title 5, United States Code) hired on or after the date that is 1 year after the date of enactment of this Act shall be hired on an at-will basis. Such an employee may be removed or suspended, without notice or right to appeal, from service by the head of the agency at which such employee is employed for good cause, bad cause, or no cause at all.

The bill also says that: The term “employee” has the meaning given such term in section 2105 of title 5, United States Code, and includes any officer or employee of the United States Postal Service or the Postal Regulatory Commission.

American Federation of Government Employees National President J. David Cox Sr. said “Giving political appointees and the managers who serve them free reign to punish workers without cause, while removing the checks and balances that keep everyone honest, is the antithesis of accountability.”

In addition, the bill would:

- Deny any pay adjustment whatsoever to workers who fail to receive a performance rating above “fully successful” in a new, management-designed rating system that would inevitably allow subjectivity, favoritism, and politics to influence ratings.
- Allow the government to deny earned pensions to any current or future employee who is convicted of a felony.
- Eliminate an employee’s right to representation at the worksite by no longer allowing union representatives to resolve disputes, address issues of discrimination or retaliation, or propose improvements in the workplace during the workday.
- Allow agencies to continue workplace investigations even after employees have quit or retired.
- Allow political appointees to demote career executives and reduce their pay without cause.

The above is just the latest bill to be placed into the mix that is the U.S. Congress and while it may or may not ever become law, we have to act like it will and fight it so that it does not become the law. We have a very good lobbyist working for us; but, it is expensive to gain access and make our voices heard. My contact information is at the end of this article. Please send in a donation today whether you are a member of the NRLCA or not. Then, give due consideration to joining. Our Association works for all of us.

The Postal Service is one of the few agencies that is specifically called for in the Constitution of the United States of America. When you hear of

Presidents and members of the Congress that think that the Constitution is just an old document that means nothing anymore, you are playing into their hands. Our forefathers saw the universal value of a postal service.

**We desperately need your financial support to keep our lobbyists working on Capitol Hill and --- if you have not called your member of Congress and both Senators to voice your support of six-day delivery; WHY THE HECK NOT? It's nearly two years before we vote on the House and Senate again. We still need to call them. Write letters to their in-state offices. Make your voice heard and protect your job and benefits and the future of the United State Postal Service.**

NC Membership (10/31/2016)	4,668	
NC PAC Donors (1/7/2017)	71	(1.52%)
Members missing (1/7/2017)	4,597	(98.48%)

1.52% of our members are carrying a lot for the rest of us. Please send in your PAC donation today.

Just imagine the power this organization would have if the numbers above could be reversed. UPS would no longer be the largest lobbying organization, it would be **US**.

You don't have to break your bank account to support PAC. We have members that have donated \$5 this year and we will have members that will hit \$500 or \$1000 or more by the end of the State Convention. Every donation helps. Make your donation today.

Thank you.

**Send PAC Donations to:**

**Van Heath**  
**25722 US HWY 64**  
**Jamesville NC 27846-9272**

**Phone: 252-792-6614**

**Cell: 252-809-2144**

**Email: [vheath@embarqmail.com](mailto:vheath@embarqmail.com)**

**For internet security; when emailing,  
 Subject line should read "PAC"**

**How Can I Contribute?**

- Automatic Deduction
- Electronic Funds Transfer
- Direct contribution through state chair
- Participate in a state fundraiser



**PAC SUSTAINING DONOR MEMBERS**

- Marlene Cantler
- Michael Caudill
- Sally Corriher
- Chris Derrick
- Ken Frazier
- Van Heath
- Jerry Huffines
- Bonnie Johnson
- Mary Josewitz
- Janet Kight
- Christine Laney
- Sue Ligon
- Missi Liverman
- Catherine McClanahan
- Jadwiga McClelland
- Norbert Mildner
- Debbie Neal
- Reggie Neal
- Brenda Prevatte
- Kim Ranker
- Cecil Reaves
- Mitch Reece
- Michelle Vance
- Betty Westbrook
- Joseph Whitley
- Art Young

**THE COMPLETE DONOR LIST WILL RETURN  
 IN THE NEXT ISSUE.**

**THE NCRLCA  
HISTORICAL COMMITTEE**  
*James Comer*

Hello everyone. In this issue we are trying to verify the following list of officers as correct and complete. We are seeking full names whenever possible. For all the women listed; I need the full name. (First, Middle, Maiden Surname, Married Surname)

Our History Committee has placed notes along the way to either help explain a term failing to be filled or something that happened chronologically within our association. Many of you have worked with these folks throughout North Carolina and we owe each of them a debt of gratitude for attending District Meetings held throughout NC.

Our organization has always had statewide representation on our Board from Rural Carriers just like you. Is it time for you to step forward to serve our organization? If so we will be glad to record your name in 2017.

We are planning another Historical Display at our State Convention in Cherokee, NC so please begin thinking of what you can contribute. Look around your own post offices as those supply rooms often house valuable US Mail items.

Happy New Year and let's get busy during 2017 making our Union strong and recording our valuable history.

**Officers of the North Carolina Rural  
Letter Carriers' Association**

Name	Year	Position
George Simpson Ake, Sr.	1985	President
George A. Robinson	1985	Vice President
Alex. I. Napier "Ike"	1985	Secretary-Treasurer
William T. Simmons	1985	Committeeman
Jesse R. Jones	1985	Committeeman
Doug(las) Archibald Byrum	1985	Committeeman
(HC Note) <i>North Carolina Rural Carriers</i> (Volume 1; Number 1) August 1985 Editor- Owen Moore retired on August 28, 1987 with 31 years of service out of High Point, N.C. continued serving as Editor until (Volume 10; Number 11) June 1995. Luther David Williford "Pete" Committeeman in 1984		

Name	Year	Position
George A. Robinson	1986	President
William T. Simmons	1986	Vice President
Alex. I. Napier "Ike"	1986	Secretary-Treasurer
Jesse R. Jones	1986	Committeeman
Doug(las) Archibald Byrum	1986	Committeeman
Luther David Williford "Pete"	1986	Committeeman
<hr/>		
William T. Simmons	1987	President
Jesse R. Jones	1987	Vice President
Alex. I. Napier "Ike"	1987	Secretary-Treasurer
Doug(las) Archibald Byrum	1987	Committeeman
Luther David Williford "Pete"	1987	Committeeman
Charles Harold Knight	1987	Committeeman
<hr/>		
William T. Simmons	1988	President
Jesse R. Jones	1988	Vice President
Charles Harold Knight	1988	Secretary-Treasurer
Luther David Williford "Pete"	1988	Committeeman
Ralph Dagenhart	1988	Committeeman
Doug(las) Archibald Byrum	1988	3 year Committeeman
<hr/>		
Jesse R. Jones	1989	President
Doug(las) Archibald Byrum	1989	Vice President
Charles Harold Knight	1989	Secretary-Treasurer
Ralph Dagenhart	1989	Committeeman
Reita Durham Gaither	1989	2 year Committeeman
Luther David Williford "Pete"	1989	3 year Committeeman
<hr/>		
Jesse R. Jones	1990	President
Doug(las) Archibald Byrum	1990	Vice President
Charles Harold Knight	1990	Secretary-Treasurer
Reita Durham Gaither	1990	Committeeman
Luther David Williford "Pete"	1990	Committeeman
Ralph Dagenhart	1990	Committeeman
(HC Note): George Simpson Ake, Sr. died on August 20, 1990 in Fayetteville, N.C.		
<hr/>		
Doug(las) Archibald Byrum	1991	President
Luther David Williford "Pete"	1991	Vice President
Charles Harold Knight	1991	Secretary-Treasurer
Glenn Johnson	1991	1 year Committeeman
Ralph Dagenhart	1991	2 year Committeeman
Reita Durham Gaither	1991	3 year Committeeman
<hr/>		
Doug(las) Archibald Byrum	1992	President

Name	Year	Position
Luther David Williford "Pete"	1992	Vice President
Charles Harold Knight	1992	Secretary-Treasurer
Ralph Dagenhart	1992	Committeeman
Reita Durham Gaither	1992	Committeeman
Glenn Johnson	1992	Committeeman
Luther David Williford "Pete"	1993	President
Ralph Dagenhart	1993	Vice President
Charles Harold Knight	1993	Secretary-Treasurer
Reita Durham Gaither	1993	Committeeman
Glenn Johnson	1993	Committeeman
Mack Dallas Banks "Dick"	1993	Committeeman
Luther David Williford "Pete"	1994	President
Ralph Dagenhart	1994	Vice President
Charles Harold Knight	1994	Secretary-Treasurer
Glenn Johnson	1994	Committeeman
Mack Dallas Banks "Dick"	1994	Committeeman
Reita Durham Gaither	1994	Committeeman
(HC Note): North Carolina Rural Letter Carriers' Association hosted the 90th NRLCA National Convention at the Joseph S. Koury Convention Center in Greensboro, N.C. from Tuesday, August 9 - Friday, August 12, 1994 with Doug(las) Archibald Byrum, Chairman.		
Ralph Dagenhart	1995	President
Reita Durham Gaither	1995	Vice President
Charles Harold Knight	1995	Secretary-Treasurer
Mack Dallas Banks "Dick"	1995	Committeeman
Garland Van Carter	1995	Committeeman
Glenn Johnson	1995	Committeeman
Ralph Dagenhart	1996	President
Reita Durham Gaither	1996	Vice President
Charles Harold Knight	1996	Secretary-Treasurer
Garland Van Carter	1996	Committeeman
Glenn Johnson	1996	Committeeman
Mack Dallas Banks "Dick"	1996	Committeeman
Reita Durham Gaither	1997	President
Glenn Johnson	1997	Vice President
Charles Harold Knight	1997	Secretary-Treasurer
Virginia Lynn Carpenter Adams	1997	Committeeman
James Allie Simmons	1997	Committeeman
Garland Van Carter	1997	Committeeman
(HC Note): Jesse R. Jones died on January 8, 1997 and Mack Dallas Banks "Dick" died on December 27, 1997.		
Reita Durham Gaither	1998	President
Glenn Johnson	1998	Vice President
Charles Harold Knight	1998	Secretary-Treasurer
James Allie Simmons	1998	Committeeman
Garland Van Carter	1998	Committeeman

Name	Year	Position
Virginia Lynn Carpenter Adams	1998	Committeeman
Glenn Johnson	1999	President
Garland Van Carter	1999	Vice President
Charles Harold Knight	1999	Secretary-Treasurer
Ronald Lee Lineberger	1999	1 year Committeeman
Virginia Lynn Carpenter Adams	1999	2 year Committeeman
James Allie Simmons	1999	3 year Committeeman
Glenn Johnson	2000	President
Garland Van Carter	2000	Vice President
Charles Harold Knight	2000	Secretary-Treasurer
Virginia Lynn Carpenter Adams	2000	1 year Committeeman
James Allie Simmons	2000	2 year Committeeman
Ronald Lee Lineberger	2000	3 year Committeeman
Garland Van Carter	2001	President
Virginia Lynn Carpenter Adams	2001	Vice President
Charles Harold Knight	2001	Secretary-Treasurer
James Allie Simmons	2001	1 year Committeeman
Ronald Lee Lineberger	2001	2 year Committeeman
Martha Sue Hudgins Ligon	2001	3 year Committeeman
Garland Van Carter	2002	President
Virginia Lynn Carpenter Adams	2002	Vice President
Charles Harold Knight	2002	Secretary-Treasurer
Ronald Lee Lineberger	2002	1 year Committeeman
Martha Sue Hudgins Ligon	2002	2 year Committeeman
James Allie Simmons	2002	3 year Committeeman
Virginia Lynn Carpenter Adams	2003	President
James Allie Simmons	2003	Vice President
Charles Harold Knight	2003	Secretary-Treasurer
Martha Sue Hudgins Ligon	2003	1 year Committeeman
Henry Clifton Sink Jr.	2003	2 year Committeeman
Ronald Lee Lineberger	2003	3 year Committeeman
Virginia Lynn Carpenter Adams	2004	President
James Allie Simmons	2004	Vice President
Charles Harold Knight	2004	Secretary-Treasurer
Henry Clifton Sink Jr	2004	1 year Committeeman
Ronald Lee Lineberger	2004	2 year Committeeman
Martha Sue Hudgins Ligon	2004	3 year Committeeman
(HC Note) Martha Sue Hudgins Ligon resigned do to health reasons. Garland Van Carter was appointed to fill the rest of the year until elections at the State Convention.		
James Allie Simmons	2005	President
Henry Clifton Sink Jr.	2005	Vice President
Ronald Lee Lineberger	2005	Secretary-Treasurer
Jimmy Cooke	2005	1 year Committeeman
Brenda Ann Alston White	2005	2 year Committeeman

Name	Year	Position
Bonnie Johnson	2005	3 year Committeeman
(HC Note): Sue Ligon resigned due to health reasons, Bonnie Johnson elected to 3 year term, Brenda Ann Alston White elected to 2 year unexpired term (replacing Martha Sue Hudgins Ligon), Jimmy Cooke elected to 1 year term resulting in three new committeeman on the Board for the first time in history.		
James Allie Simmons	2006	President
Henry Clifton Sink Jr.	2006	Vice President
Ronald Lee Lineberger	2006	Secretary-Treasurer
Brenda Ann Alston White	2006	1 year Committeeman
Bonnie Johnson	2006	2 year Committeeman
Jimmy Cooke	2006	3 year Committeeman
Henry Clifton Sink Jr.	2007	President
Brenda Ann Alston White	2007	Vice President
Ronald Lee Lineberger	2007	Secretary-Treasurer
Bonnie Johnson	2007	1 year Committeeman
Jimmy Cooke	2007	2 year Committeeman
Derek Seats Harpe	2007	3 year Committeeman
Henry Clifton Sink Jr.	2008	President
Brenda Ann Alston White	2008	Vice President
Ronald Lee Lineberger	2008	Secretary-Treasurer
Jimmy Cooke	2008	1 year Committeeman
Derek Seats Harpe	2008	2 year Committeeman
Carl Allen Kelly	2008	3 year Committeeman
(HC Note): Jimmy Cooke passed away on October 24, 2008. James Allie Simmons was appointed to fill the unexpired term until State Convention in Atlantic Beach in June 2009.		
Brenda Ann Alston White	2009	President
Derek Seats Harpe	2009	Vice President
Ronald Lee Lineberger	2009	Secretary-Treasurer
Daniel Leslie Caudle	2009	1 year Committeeman
Carl Allen Kelly	2009	2 year Committeeman
Dale Arnold Sain	2009	3 year Committeeman
Brenda Ann Alston White	2010	President
Derek Seats Harpe	2010	Vice President
Ronald Lee Lineberger	2010	Secretary-Treasurer
Carl Allen Kelly	2010	1 year Committeeman
Dale Arnold Sain	2010	2 year Committeeman
Daniel Leslie Caudle	2010	3 year Committeeman
Derek Seats Harpe	2011	President
Carl Allen Kelly	2011	Vice President
Ronald Lee Lineberger	2011	Secretary-Treasurer
Dale Arnold Sain	2011	1 year Committeeman
Daniel Leslie Caudle	2011	2 year Committeeman
Chris(topher) Ray Derrick	2011	3 year Committeeman
Derek Seats Harpe	2012	President
Carl Allen Kelly	2012	Vice President
Ronald Lee Lineberger	2012	Secretary-Treasurer

Name	Year	Position
Daniel Leslie Caudle	2012	1 year Committeeman
Chris(topher) Ray Derrick	2012	2 year Committeeman
Dale Arnold Sain	2012	3 year Committeeman
(HC Note): Chris(topher) Ray Derrick resigned on October 25, 2012 to pursue USPS Management so Board appointed Brenda Ann Alston White to serve until 2013 State Convention.		
Dale Arnold Sain	2013	President
Daniel Leslie Caudle	2013	Vice President
Ronald Lee Lineberger	2013	Secretary-Treasurer
Vicki Lynn Gray	2013	1 year Committeeman
Brenda Elizabeth Beach Prevatte	2013	2 year Committeeman
Mitch(ell) C. Reece	2013	3 year Committeeman
Dale Arnold Sain	2014	President
Daniel Leslie Caudle	2014	Vice President
Derek Seats Harpe	2014	Secretary-Treasurer
Brenda Elizabeth Beach Prevatte	2014	1 year Committeeman
Mitch(ell) C. Reece	2014	2 year Committeeman
Vicki Lynn Gray	2014	3 year Committeeman
(HC Note): Ronald Lee Lineberger retired in 2014 after 9 years serving as Secretary-Treasurer, 19 years as Editor (since 1995) and 14 years on the Board. He aided Derek Seats Harpe during 2014-2015. Mitch(ell) C. Reese served as Editor for 3 years.		
Daniel Leslie Caudle	2015	President
Mitch(ell) C. Reece	2015	Vice President
Vicki Lynn Gray	2015	Secretary-Treasurer
Riley Lynn Shoe	2015	1 year Committeeman
Brenda Ann Clayton Gibbs	2015	2 year Committeeman
Audrey Fay Riggins Solomon	2015	3 year Committeeman
(HC Note): Riley Lynn Shoe resigned due to personal issues and Derek Seats Harpe was appointed to fill this position until 2016 State Convention. Reita Durham Gaither died on May 22, 2016 in Greensboro, N.C. She had served as the first female Chaplain and President of NCRLCA.		
Mitch(ell) C. Reece	2016	President
Brenda Ann Clayton Gibbs	2016	Vice President
Vicki Lynn Gray	2016	Secretary-Treasurer
Brian Edward Davis	2016	1 year Committeeman
Audrey Fay Riggins Solomon	2016	2 year Committeeman
Renee Canter Johnson	2016	3 year Committeeman



# Things you need to be aware of before the State Convention!

*Vicki Gray - Secretary/Treasurer*

**Spring District Meetings:** These meetings must be held at least 40 days before the State Convention. This year's deadline is May 15, 2017.

These are very informative meetings with a State Officer and your assigned State Steward in attendance. Also, this is the time to make your nominations for delegates to the State Convention from your district. Please make every effort to attend this important meeting.

**State Convention:** The state convention will be held at Harrah's Resort in Cherokee, NC on June 25 thru 28, with the business session starting on Monday June 26. More information can be found on the back page and in future issues.

**National Convention:** This year the convention will be held in National Harbor, Maryland from August 15-18, 2017. Below are the rules for delegate nomination. The deadline for these nominations is May 15, 2017. Anything received after May 15, 2017 will be returned to the sender as post office boxed closed and not eligible. Make sure you send those nominations in early. Nomination ballots will be in the National Magazine, *The National Rural Letter Carrier*, along with the address to mail them to.

## From the NRLCA constitution

### ARTICLE VI

#### Section 2. Delegates

##### **A. Eligibility**

1. Each state association shall be entitled to representation by one delegate for every 100 members or major fraction thereof and one Delegate-at-Large. Membership shall be based on the number of dues withholding and cash pay Bargaining Unit and Retired Members on June 30 of the Association year just ended.

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 40 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

**\*\*Please make sure that all nominations for National Delegate are sent to the post office box and not to my home address.**

\*\*\*\*\*

## **Candidate Announcements for State Office:**

The state officer positions to be elected are President, Vice-President, Secretary/Treasurer, and three year Committeeman. Announcements for these positions must be mailed to the editor by **April 10, 2017 and will appear in the May/June NCRC**. Any late submissions will not be printed. The articles are limited to a maximum of 150 words and will be cut off at that point no matter how much more is included in the nomination. They will be printed verbatim with no editing by the editor. In other words you are responsible for all content of your submission. Carriers currently serving in a management position are not eligible to run for a position in the Union.

\*\*\*\*\*



## Secretary/Treasurer

*Vicki Gray*

### RECRUIT A FRIEND TODAY (RAFT)

The RAFT program is a monetary incentive program designed to encourage all rural carriers to join the National Rural Letter Carriers' Association. It is an incentive for recruiters and new members. The RAFT program offers the following benefits:

1. Individual recruiters will receive an incentive payment of \$15.00 for each Relief Carrier recruited and \$50.00 for each Regular/PTF Carrier recruited.  
The only stipulation to receive this payment is that the recruited individual must sign an 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of 3 months after the State Secretary or National Office processes the Form 1187.
2. The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.
3. A new member may be paid for recruiting themselves. A non-member can only recruit himself/herself and qualify for that one incentive payment until after he/she meets the timelines for the incentive payment (3 months). Then, any other recruitments made after that point would entitle him/her to additional incentive payments.

The recruiter should include their name and employee ID # on a separate note along with the 1187 form. Send these to me, your NC Secretary-Treasurer for processing. Do not write on the Form 1187 itself.

We need every member to take up the task of recruiting new members. There are a lot of non-members in this state that should be encouraged to join our union. We should all do our part to recruit.

The NRLCA is the only union that holds exclusive recognition to represent the rural carrier craft with the United States Postal Service This includes salaries, benefits and work rules.

You are employed by one of the largest employers in our Nation. Within the USPS there are a variety of jobs; City Carriers, Rural Carriers, Clerks, Mail Handlers, Postmasters, and Supervisors to name a few. Each one of these job types or "crafts" has its own unique union which represents its own members and negotiates their contract for them. **Your manager will not be an expert on all of these individual union contracts.** That's where your union comes in. The NRLCA's purpose is to protect your salaries, rights, benefits and conditions of labor with the USPS. We are the Rural Carrier Specialists.

There are many benefits to belonging to the NRLCA. Here are a few of them.

1. Receive monthly issues of the NRLCA magazine
2. Receive the NCRC newsletter (that you are reading right now)
3. Allows access to the NRLCA website
4. Allows access to the NRLCA Health Plans
5. Allows you the privilege of voting on new contracts
6. Allows you the privilege of voting for your officers or holding office
7. Allows you the privilege of becoming a union steward
8. Allows your attendance and participation at union meetings and functions

I'd like to invite you to join our union today by completing this membership application (page 17).

RCA dues are just \$ 8.27 per pay period (every two weeks); Regular dues are only \$24.42 per pay period. This dues withholding form authorizes automatic payment from your paycheck. RCA's, you will never be billed for any pay period that you don't work in. You don't work...you don't pay, but your membership continues uninterrupted.

If you are already a member why not ask that coworker in your office to join. They will receive the benefits of membership and you will receive some extra spending money in your pocket!

**Remember to receive the RAFT credit and payment you must include your name and Employee ID# as the recruiter with the 1187 Dues Withholding form.**





**UNITED STATES POSTAL SERVICE  
AUTHORIZATION FOR DEDUCTION OF DUES**

RURAL CARRIER CLASSIFICATION		
<input type="checkbox"/> Regular	<input type="checkbox"/> PTF	<input type="checkbox"/> Relief

\_\_\_\_\_  
(SOCIAL SECURITY NUMBER)

OR

\_\_\_\_\_  
(USPS EMPLOYEE I.D. NUMBER)

LAST NAME		FIRST NAME	MI
-----------	--	------------	----

MAILING ADDRESS	CITY	STATE	ZIP CODE + 4
-----------------	------	-------	--------------

POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
------------------------------------	--------------------------	--------------------------

**SECTION A - AUTHORIZATION BY EMPLOYEE**

I hereby assign to the National Rural Letter Carriers' Association, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act and is not contingent upon the existence of any agreement between you and my Union.

Contributions or gifts (including dues) to the NRLCA are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

EMPLOYEE SIGNATURE	DATE	PHONE	EMAIL ADDRESS
--------------------	------	-------	---------------

**SECTION B- FOR USE BY STATE ASSOCIATION**

**R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

**SIGNATURE OF ACCEPTING UNION OFFICIAL**

DATE

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$\_\_\_\_\_ per pay period.

LOC#	STATE NC
DATE	REMIT#

**NC, STATE SECRETARY**

**SECTION C- FOR USE BY NATIONAL ASSOCIATION**

Date of Delivery to Employer (For National Office use)

--

ANNIVERSARY DATE TO BE USED AT  
USPS PERSONNEL OFFICE

Send to: **NRLCA Sec/Treas Vicki Gray  
424 Wapiti Drive  
Spring Lake NC 28390**

## North Carolina District Representatives

### Mid-Carolinas

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

### Greensboro

**Frank Suttles**  
PO Box 745  
Carrboro, NC 27510-0745  
919-932-7835  
[James.Suttles@nrlca.org](mailto:James.Suttles@nrlca.org)

## Assistant District Representatives

### Mid-Carolinas

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

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

**Kelly Kenny Futch**  
PO Box 131  
Sneads Ferry NC 28460  
(910) -818- 4843  
[Kelly.Futch@nrlca.org](mailto:Kelly.Futch@nrlca.org)

### Greensboro

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

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

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

**Daniel Caudle**  
P O Box 309  
Pfafftown, NC 27040-0309  
336-580-0089  
[daniel.caudle2@nrlca.org](mailto:daniel.caudle2@nrlca.org)

## Area Stewards

### Mid-Carolinas

**Brenda Prevatte**  
910-738-8424  
**Ralph Fernandez**  
321-278-9479  
**Scarlett Hall**  
910-658-2972  
**Adam Campbell**  
910-554-6574

### Greensboro

**Brenda White**  
252-339-7792  
**Art Young**  
919-868-9524

Got Discipline?  
***GRIEVE IT!!***



**Mid Carolinas  
District  
Representative**  
*Sally Corcher*

### **Rural Carriers Should Know:**

This has been said many times at local, state, and national meetings, but it seems rural carriers do not remember. If you receive discipline, you have only 14 DAYS from the day you receive the discipline to file a grievance. You do not need a steward to initiate a grievance. The first step in any grievance, contractual or discipline, is a discussion between you, the grievant, and your immediate supervisor. A steward cannot initiate a grievance for you unless you are incapacitated or incarcerated. If management tells you that you are not allowed on postal property, call and ask when and where they will meet you so that your grievance can be filed. If management is still refusing, contact either an ADR (Assistant District Representative) or DR (District Representative) for help. The clock is ticking – 14 DAYS – THERE IS NO EXTENSION ON THE INITIAL FILING OF A GRIEVANCE.

If the agents of the OIG (Office of the Inspector General) or Postal Inspectors wish to interview you, you should ask for a steward immediately. The agents are not required to offer you Union representation and they, most likely, will not. After you ask for Union representation, you are not required to answer any questions until your steward is present. If you choose to voluntarily answer questions without Union representation, your answers CAN be used against you.

If your manager wants to conduct an Investigative Interview or Pre-Disciplinary Interview, you must ask for a steward. Management does not have an obligation to offer you Union representation. Postal Regulations require that we REPORT ALL ACCIDENTS immediately-even minor ones. You may not get fired for having an accident, but failing to report an accident is another story. Failing to report an accident can and does result in removal from the Postal Service.

If you are unsure about any issue whether it concerns violations of our Contract (National Agreement) or you are issued discipline— Emergency Placement, Letter of Warning, 7 Day Suspension, 14

Day Suspension, or Removal—talk with your local steward, area steward, ADR, or DR for guidance. Remember 14 days to file a grievance applies to all grievances.



**Greensboro  
District  
Representative**  
*Frank Suttles*

### **What is normal now?**

Hoping that everyone had a great Christmas and New Year. The holiday season has come and gone. The snowstorm then came through and it was all that the weathermen said it would be. It delayed mail getting to the offices and some of the offices that managed to get mail had roads that were so bad that delivery was next to impossible.

There were many offices where mail wasn't delivered for several days. This created problems of carriers being told to come in early and work an excessive number of hours daily to get the mail delivered and things back to normal.

This is where there seems to be a problem. What is normal now? During the holidays, the snowstorm and even now, offices are being slammed with mail and parcels. Docks at many offices were packed and at some, mail was even stacked against an outside wall, in the weather, waiting to be taken in for sorting.

The USPS was not prepared for the amount of mail/parcels that came in for delivery. The hiring and **retaining** of RCAs has created a huge problem that has got to be addressed and needs to be a high priority for the USPS in the immediate future. The lack of RCAs has caused many regular carriers to have to work many of their relief days and now I can only imagine what the upcoming 2080/2240 list will look like.

Some offices are now going to be implementing the formula in their office. I'm not sure this is the right answer but if your office is one of those we need to be made aware of it. This needs to be grieved as there guidelines that management has to follow before initiating the formula. In some, this is not being done.

Carriers that do not have a RCA assigned to their route need to initiate a 120 day letter. This puts management on notice that you are without a sub. On the 121<sup>st</sup> day if a sub has not been assigned to the

route you then need to file a grievance about not receiving the substitute carrier.

Rural carriers have been asked to “help” on routes other than their own. Some were asked to work on Sundays. Others have been told to report at odd hours in the morning and have been working into the dark hours of the night. Carriers need to be reminded that if told these things management should take into account the safety of the carrier while performing these things. Your safety has got to be a priority. Carriers also need to be reminded that when given a “direct” order by management, should do as told and then grieve the incident. If you don’t then discipline could be issued up to and including removal.

The stewards at the District level are aware of these issues and are in constant contact with management at the District level and have been also making sure that the NRLCA at the National level is also aware of these problems. We will continue to push the USPS to follow the National agreement.

Remember, we are rural carriers and we need to provide the best service that we can to our customers. We are there every day and in some instances we are the only people that some of them see on any given day. Try to provide the kind of service that you, one day when you retire, hope to get. But remember too that management can now tell where you are during the day and how long you are stopped at any place on your route. Be cordial to your customers but keep yourself moving to try and “make the truck.”

*Be safe and enjoy your day.*



**Provident Guild  
Officer**  
*Dale Sain*

The Provident Guild is a Non-Profit, Fraternal organization, created and operated by Rural Carriers, for our membership and Auxiliary Members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death.

The Guild is **not** an insurance. Rather, it is a Fraternal Death Benefit Fund which guarantees you at least 30 times your annual dues and, depending on the number of claims in any given year, can pay you up to 100 times your annual dues.

## Top 10 reasons you should join the Provident Guild

10. Your dues will never increase
9. You get an immediate relief payment of 30%
8. You only pay dues once a year
7. You don’t have to be a full time employee
6. Your spouse can receive this benefit
5. Your maximum benefits range from \$1000-\$5000
4. You do not have to have a physical
3. You will not be cancelled at age 65
2. You only have to pay a onetime entrance fee of only \$2.00

And the number one reason you should join is.....

1. You will have peace of mind knowing that your loved ones will have a little extra money to help with expenses when you are gone.

Please contact me for enrollment forms or any other needs concerning the Provident Guild. My address and phone number are on page 2 of this issue.

### **New EMA rate will be effective January 7, 2017 (Pay Period 02-2017)**

On December 15, 2016, the Bureau of Labor Statistics released the November 2016 Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) which established the Private Transportation Index at 189.479, a decrease from the August 2016 Index which was 189.799. Further, in accordance with Article 9.2.J.3.a the EMA base rate increased by one-half cent (0.5¢) to forty-seven and one-half cents (47.5¢). Therefore, based on the November 2016 CPI-W release and the base rate increase as provided for in Article 9.2.J.3.a, the Equipment Maintenance Allowance for rural carriers will **increase by 0.5¢ to 65.5¢ per mile.**

**NORTH CAROLINA AUXILIARY  
OFFICERS**

**PRESIDENT**

**MRS. LEANNE ESSICK**

229 Essick Lane

Winston Salem, NC 27127-9129

336-816-0999

**VICE PRESIDENT**

**MRS. NORMA WILLIFORD**

511 Old Goldsboro Road

Newton Grove, NC 28366-7759

Phone 910-594-0433

**SEC./TREAS.**

**MRS. SUE KELLY**

7661 Wilkins Drive

Fayetteville, NC 28311-9361

910-488-5424

**EXECUTIVE COMMITTEE**

**MRS. JANICE FULWOOD**

40 Mintz Cemetery Road

Ocean Isle Beach, NC 28469

Phone 910-443-2071

**MRS. RONOAKE HEATH**

25722 US HWY 64

Jamesville, NC 27846-9272

252-792-6614

**MRS. SUSANNA REAVIS**

435 Harvey's Lane

Traphill, NC 28685-9133

336-957-2004

**CHAPLAIN**

**MRS. CAROLYN WARD**

3951 Virginia Rd

Tyner, NC 29780-9797

252-221-4683

**PROVIDENT GUILD**

**WE NEED A VOLUNTEER**

**HISTORIAN**

**MRS. LUANN SHUE**

325 Ed Weaver Rd

Salisbury, NC 28146-8570

704-857-6926

**JUNIOR SPONSOR**

**MRS. SARAH STEWART**

251 Cedar Drive

Stoneville, NC 27048-8412

336-427-3675

**PAST PRESIDENT**

**MRS. SUSANNE REAVIS**

345 Harvey's Ln

Traphill, NC 28685-9133

336-957-2004

**JUNIOR BOARD**

**PRESIDENT**

**MADISON HALL**

9028 Main Street

Godwin, NC 28344-8387

**VICE PRESIDENT**

**BOBBY DWYER**

305 W Oak St

Lake Waccamaw, NC 28450

**SECRETARY/TREASURER**

**BLAYNE COPELAND**

106 Dogwood Lane

Camden, NC 27921-7668

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**Auxiliary News** *from Susanne Reavis, past State President*

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**Junior Scholarships**

As a past state president, I encourage you to help your child/junior that are eligible to apply for scholarships to do so. The National Auxiliary offers 7 scholarships and they can be obtained by visiting the NRLCA website under the National Auxiliary officer's area. Please follow all directions carefully or your application will be disqualified. All national scholarships must be postmarked by March 1, 2017.

The NC State Auxiliary also has scholarships available and you can get the applications by visiting the nrlca.com website and clicking the Auxiliary news tab. These are due back to our secretary by June 1, 2017.

The National Presidents project this year is to raise funds to supplement all the scholarships available. All project items sold will benefit our juniors now and future juniors.

I also encourage you to get your children involved in the Junior Auxiliary programs at the state level. They learn to hold meetings and also visit historical and fun places. I had the honor at the last state convention of helping the Juniors at the Gem Mine in Cherokee. I don't think I've ever seen so much fun had in a bucket of dirt! The convention is in Cherokee again this year and I encourage you to make plans to attend.

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**Junior Auxiliary News** *from Justin Reavis, Past President*

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**Hello N.C.R.L.C.A. Members**

My name is Justin Reavis and I have been attending state conventions for several years now. Over my time of attending, I have served as President, Vice President and currently serve as co-chaplain of the Junior Auxiliary program. We always have a great time getting to know each other and exploring the hotel, pools and the area around the hotel.

On Tuesday of the convention we explore the area's attractions and have lots of fun with the new friends we made. Then on Wednesday

it's back in the hotel having more fun and learning who won the Project folders/essay contest and then elections of officers for the coming year.

I encourage you all to bring your children or grandchildren to be a part of the NCRLCA family.



The Juniors out exploring Cherokee at the State Convention in 2016.

## NCRLCA Dues for 2016-2017

- [ ] Regular...Cash.....\$635.00
- [ ] 1187...Bi-Weekly.....\$24.42
- [ ] Retired.....Cash.....\$109.00
- [ ] 1187R...Monthly.....\$9.08
- [ ] 73, RCA, RCR.....Cash.....\$215.00
- [ ] 1187.....Bi-Weekly.....\$8.27

The membership year begins July 1, ends June 30. Please make checks payable to **NCRLCA**. Checks or membership form 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."

**MEMBERSHIP--**If you have forgotten to pay your membership dues for the next year, please do so immediately. If your dues are delinquent, it could affect your Rural Carrier Benefit Plan Insurance. The most convenient way to pay is to sign a "dues withholding" form (1187 or 1187R for retirees). If you need a form, please contact a board member.

2017 NC State Convention  
 June 25 thru 28, 2017  
 Harrah's Resort and Casino  
 777 Casino Dr.  
 Cherokee NC, 28719  
 Phone 800-427-7247

NCRLCA Room Rate is \$89.00 + tax.  
 \*\*Reservations **cannot** be made at this time.  
 More information will be available in the next issues and will be on the Website at [www.NCRLCA.com](http://www.NCRLCA.com)

### FEBRUARY 2017

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
			1	2	3	4 PP-4
5	5	7	8	9	10 PAY DAY	11
12 Lincoln's Birthday	13	14 Valentine's Day	15	16	17	18 PP-5
19	20 President's Day	21	22 Washington Birthday	23	24 PAY DAY	25
26	27	28				

### MARCH 2017

Sun	Mon	Tue	Wed	Thurs	Fri	Sat
			1 Ash Wednesday	2	3	4 PP-6
5	6	7	8	9	10 PAY DAY	11
12 Daylight savings time begins	13	14	15	16	17 St. Patrick's Day	18 PP-7
19	20 Spring begins	21	22	23	24 PAY DAY	25
26	27	28	29	30	31	

NCRLCA  
 424 WAPITI DR  
 SPRING LAKE NC 28390-1562

**TIME SENSITIVE MATERIAL**

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

