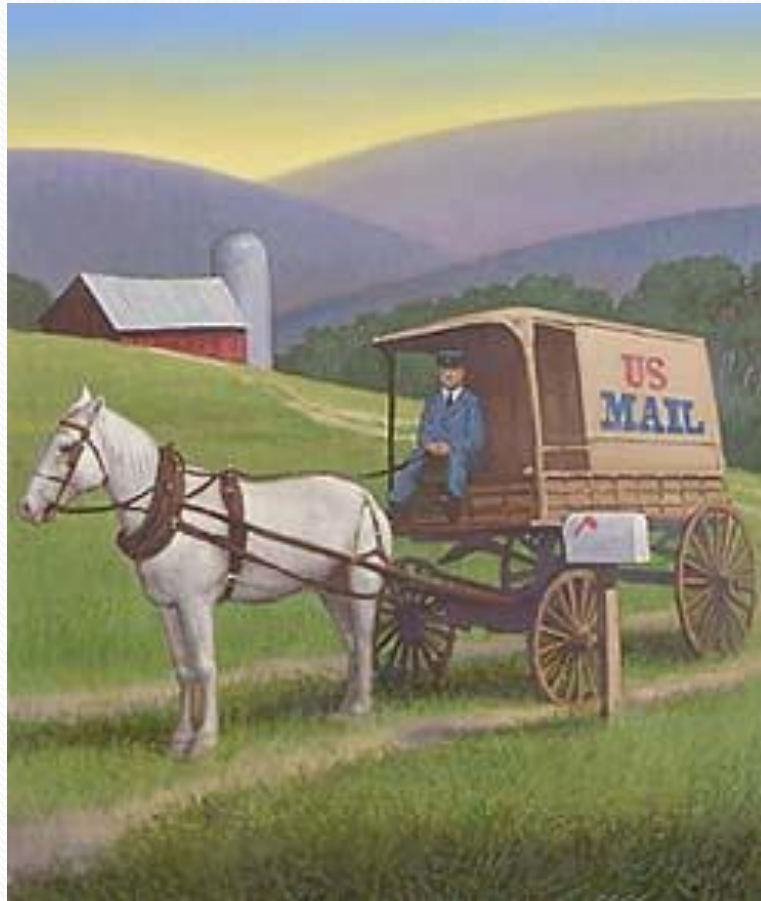




What is the National Rural Letter Carriers' Association (NRLCA)





Rural Free Delivery began in 1896 in
Charles Town, WV.

The NRLCA Union Formed in 1903

The purpose of this Association shall be to improve the methods used by rural letter carriers, to benefit their conditions of labor with the United States Postal Service (USPS), and to promote a fraternal spirit among its members.

WHY JOIN NRLCA?

The National Rural Letter Carriers' Association

The NRLCA holds EXCLUSIVE recognition to represent the Rural Carrier Craft with the U.S. Postal Service (USPS).

WHY JOIN NRLCA?

The National Rural Letter Carriers' Association

ONLY the **NRLCA**

can represent members of the
Rural Carrier Craft

in the grievance procedure,
including providing protection
in disciplinary actions.

WHY JOIN NRLCA?

The National Rural Letter Carriers' Association

The **NRLCA** negotiates
ALL Labor Agreements
for the Rural Carrier Craft
with the **USPS**, including salaries.

Why Join the NRLCA? What does the NRLCA offer?

Some of what a contract gains for you.

2018 - an increase of $1.3\% + 1\% = 2.3\%$ (RCAs' hourly rate was \$17.78 per hour)

2019 - an increase of 2.1%

2020 - an increase of $1.8\% + 1\% = 2.8\%$

2021 - an increase of $1.3\% + 1\% = 2.3\%$

2022 - an increase of $1.3\% + 1\% = 2.3\%$

2023 - an increase of $1.3\% + 1\% = 2.3\%$

RCA's current hourly rate is now \$20.38

September 12, 2025: 2.3% increase

October 24, 2025 - \$0.55 increase

AND after 3 years of service, the hourly rate will increase by \$1

11/15/2025 – an increase of 2.4%

11/14/2026 – an increase of 2.5%



RCA Health Insurance – USPS Health Benefits Plan

CareFirst Blue Cross Blue Shield is the new plan administrator for the USPS Health Benefits Plan. Plan information regarding benefits, participating providers, and other resources are available at

<http://www.carefirst.com/usps/>

Your Share of the Premiums Per Pay Period

2025	CCA/RCA	MHA/PSE ¹	MHA/PSE ²	ALL OTHERS
Self Only	\$50.75	\$78.00	\$78.00	\$78.00
Self Plus One	\$115.25	\$161.35	\$115.25	\$336.00
Self and Family	\$163.00	\$228.00	\$163.00	\$527.00

Contact HR Shared Service Center at 877-477-3273 for assistance with:

- Eligibility
- Payroll deductions
- Premium refunds
- Authorized 3rd party communications

How to Access Insurance Information

Log Into: www.liteblue.usps.gov

Call HR Shared Service Center: 877-477-3273; option 5

CareFirst Blue Cross Blue Shield: 833-960-4025



Available Now



Supplemental Insurance

- Available as a benefit of your NRLCA Membership
- Plans include:
 - Dental, Vision & Hearing
 - Life Insurance
 - Short-Term & Long-Term Disability Income Insurance
- Visit or call for more information
 - nrlca.benefithub.com
 - (877) 817-4801

WHY JOIN NRLCA?

The National Rural Letter Carriers' Association

The **NRLCA** also offers
The Rural Carrier Auto Insurance Plan
and
The Homeowners' Insurance Plan.

Do you drive a POV?

The Equipment Maintenance Allowance (EMA)

\$.97 per mile

*(or a minimum of \$10.30 per hour OR
\$38.80 per day, whichever is greater)*

Effective PP15-2025 (June 28, 2025)

TRAVEL MILES

In accordance with **USPS Handbook F-15 7.1.1.1.2**

Rural employees who work in offices other than their assigned duty station are entitled to travel mileage compensation for miles that **exceed** the distance between your home and your ***permanent*** duty station.

If the mileage is less than that between your home and your permanent duty station, you may not claim mileage.

This includes traveling to the Sunday and Holiday Amazon Hub office.

Carriers are compensated through e-travel for these miles.



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How to Access Insurance Information

Log Into: www.liteblue.usps.gov

On the Top Toolbar Click: My HR

Under "Browse by Subject" Click: Pay & Benefits

Under "Insurance" Click: USPS Health Benefits

Or Call HR Shared Service Center to Sign-up at 877-477-3273; option 5

For health insurance coverage questions, please contact:

CareFirst BlueCross BlueShield

Phone: 833-960-4025

Website: <https://www.carefirst.com/usps/>



Welcome to the Michigan Rural Letter Carriers' Association

Doug Bartlett - President

There is a saying that I hear way too often when talking to carriers. It is "I am just an RCA". I feel that our RCAs are the backbone of the rural craft. Without you, the regular carriers could never get a day off. We could not go on vacation, just take a day off when we wanted, teach academy, serve as a steward, do our union work, get sick, go to doctor appointments, or do anything else that we might want or need for a day off. Being an RCA can sometimes feel like a thankless job. Managers may be pushing you to work faster or work on routes that you don't even know, or maybe your regular carrier doesn't treat you very well. I want to personally thank each and every RCA for his or her hard work and dedication.

As always, please be safe out there. Don't take chances by going down impassable roads, going up steps that are icy, or on sidewalks that are not maintained. Remember the most important thing each day is that you return home safe.

Please make sure you read the steward articles located in this special edition of the paper – they contain a lot of useful information.

Contract Rights and Solidarity

Julia McCarty - District Representative MI-1



Prior to moving to Michigan in 1987, the only thing I knew about unions was what I had read in history books. I briefly worked for a temp agency before being hired by the post office as an RCA. At first, it was all I could do to get my mail cased and get out onto the route in a reasonable amount of time. I did what I was told and kept my mouth shut.

I got a notice for a county meeting and learned that I could be part of a union, an organization that provided me, a lowly RCA, (who did what she was told and kept her mouth shut) with a venue to voice my opinion and concerns.

I continued to go to meetings and read my magazines, and after a couple of years, the carrier on a good-sized auxiliary route was being promoted to regular. The PM intended to give the aux route to a carrier he felt "deserved" it. I was pretty sure that I had seniority, and from what I read in the CONTRACT, I had the right to be assigned to the aux route. I contacted then-State Steward Jim Kimmerly, and...I was assigned to the aux route. This is my story, my introduction to the NRLCA, but it could be anyone's. This is what the union does for you.

Every rural carrier is part of the NRLCA organization. Your office is part of a local unit. The local is a part of the state, and the state is part of the national. Every rural carrier can be an integral part of the National Rural Letter Carriers' Association.

Article 1 of the NRLCA Constitution states: "...the Association is established upon the long recognized need of Rural Carriers to organize and create a united force, advance the interests of all members, ensure job security, enhance opportunities, and assure our full share in the success of the United States Postal Service to which we contribute so substantially...The object of the Association shall be to improve the

conditions of labor with the United States Postal Service, advance the methods used by Rural Letter Carriers and promote a fraternal spirit among its members".

Contract Rights and Solidarity

It is no surprise that any organization is stronger when the workers join together. In addition to providing knowledge, education, protection and fellowship; membership in

the NRLCA offers you an opportunity – the chance to make a difference. The leaders of our organization come from the members working today. Many of them start the path to leadership as a steward. Steward

experience can offer the background, the education, the flexibility and the versatility that can translate into leadership.

Offices need local stewards for their immediate and firsthand knowledge of postal operations and the ability to address issues as they arise. When a carrier in an office steps up and accepts the position of a local steward, they are agreeing to be the first line of defense of the contract and their fellow carriers. Being a steward is not easy, but there is no substitute for the kind of experience that is acquired as a steward.

Who is the local steward? One of your fellow employees, a carrier just like you.

Stewards are elected to the position by their coworkers and attend training prior to being certified to serve in the steward capacity. By taking the position and defending the contract, they protect the rights of every carrier in the office.

What does the local steward do? A local steward can investigate an issue to determine if there is a contractual violation or serve as

**It is no surprise that
any organization
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when the workers
join together.**

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WEINGARTEN RIGHTS CHEAT SHEET

Nature of the Right

- All employees in the collective bargaining unit have a right to union representation during an investigatory interview.
- The employer does not have to advise the employee of his/her rights.
- The employee must invoke his/her right to union representation.
- The employee may invoke his/her right at any time during an investigatory interview.
- Only the union, not the employee or employer, may determine who the appropriate representative is at the investigatory interview.
- The employee may refuse to answer questions during an investigatory interview if the employer denies the employee's request for representation.
- Applies in non-union settings as well.

Weingarten rights apply when the employee has a reasonable belief that discipline may result from the interview

Nature of the Interview

- Only applies to "investigatory interviews."
- The standard is whether the employee reasonably believes that the interview could lead to discipline.
- An interview may not be an investigatory interview at the start, but may turn into one at any point.
- Weingarten rights do not apply when:
 - Management is simply informing the employee of a disciplinary decision that has already been made. (Handing them the written discipline)
 - Management is simply giving the employee a warning. (We call this a "Job Discussion")
 - The employee is going for a Fitness for duty exam. (However, employees have a right to consult with their steward prior to drug/alcohol tests)

Employer's obligation once the employee invokes Weingarten:

- Three Options:
 - Suspend the interview until a representative arrives;
 - Offer the employee the choice of continuing without representation; or
 - End the interview

Stewards' Rights and Roles:

- Obtain the nature of the charge involved from management - before the meeting.
- Meet with the employee prior to the interview
 - Offer advice on answering questions
- Speak during the meeting
 - Object to irrelevant or harassing questions/behavior

Cut this card out.

Refer to it if needed.

WEINGARTEN RIGHTS

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions."

**KNOW
YOUR
RIGHTS.**

Step 1 Discussion

Kathleen Johnston
Assistant District Representative MI-2



Be prepared for your Step 1 discussion. As per Article 15, Section 3: The initial step of the grievance procedure is informal and consists of a discussion between the employee and their immediate supervisor. Any employee who feels aggrieved must discuss the grievance with their immediate supervisor within 14 days of the date on which the employee or the union has learned, or may reasonably have been expected to have learned, of its cause. Since the Step 1 discussion is unofficial, the carrier does not need to know what article was violated. They simply need to state that they disagree with something management has done or failed to do.

Some carriers may prefer to bring references to the Step 1 discussion to show a violation. Documents can be found on the NRLCA website (www.nrlca.org). From the Home page, hover over Departments, scroll down to Steward Operations, and click on Steward Reference Guide. Supporting documents are alphabetical. For example, if you are arguing that there was a Matrix violation, click on M for Matrix. You may use articles from the contract, Step 4 grievances, handbooks, or manuals that you find here.

The employee is free to settle the issue during the Step 1 discussion with management provided the settlement is not a "sweetheart deal" – meaning that the "deal" violates the contract, current postal manuals, or something that unfairly benefits the employee or infringes on the guaranteed rights other craft employees. If the issue is resolved as a result of the discussion, it is not necessary to fill out the grievance form, but it is recommended that the resolution or agreement be in writing and signed and dated by both parties.

If the issue cannot be resolved at the discussion level, ask management for a Step 1 grievance form (PS Form 8191). The PS 8191 is a USPS form (available on management's website on the Forms page). Management is

required to provide you with this form upon request.

When completing the form, record in Item 3a the date of the incident or the date the employee or the union representative learned, or may reasonably have been expected to have learned, of the incident.

- Example 1: If you receive a Letter of Warning on 9/3/2018 for an accident that occurred on 8/24/2018, then the date of incident would be 9/3/2018 – the day you received the Letter of Warning.
- Example 2: an employee learned on 9/3/2018 that they were bypassed on the Matrix on Saturday, 9/1/2018. Enter 9/1/2018 on Line 3a.

Briefly indicate the issue (Item 4) with the date of the initial discussion (Item 3b). Item 3b is the date of the discussion – the date the carrier speaks with the supervisor. It is recommended that the supervisor and grievant both initial Item 3b. The initials only indicate the two of you have had the discussion. It is not necessary to enter the Articles of complete the remainder of the grievance.

After this step is done, you have just initiated your grievance. Make sure you give the Step 1 form to the local steward immediately after your Step 1 discussion. If there is no local steward in the office, you – as the grievant – are responsible for forwarding the form to the appropriate union representative. Please check the State paper for the steward for your zip code. District Representatives (DRs) and Assistant District Representatives (ADRs) are listed on the back cover of every issue. Area Stewards are listed inside the back cover.

Management gets a copy and the original goes to your steward. Give your steward a heads-up call and send a detailed grievant statement explaining why you are filing your grievance, your contact information, and your Step 1 form.

I Am an RCA. How Do I Make Sense of This Paycheck?

Lori Morse - Assistant District Representative MI-1

What could be more confusing? RCAs work different routes every day, help on multiple routes, deliver express, work on Sundays and Holidays, deliver parcels from their personal vehicles, and drive to other offices when they need help. Now, how do we know we are being paid correctly for all these different assignments?

All RCAs will have a primary route assignment. This can be found on the personal form 50. The office will have the RCA listed on the office rolls in webCOINS. Make sure the USPS webCOINS assignment and the form 50 route assignment are the same. All regular routes are entitled to have an assigned relief carrier. There are 3 types of regular routes: K, J, H. These designations indicate the relief day(s) of the regular route. An RCA assigned to a K route can expect to work the route once a week. A J route relief carrier will work once every other week. An H route has no assigned relief days so an RCA will most likely cover other routes in the office when needed.

RCAs will also cover the sick and annual leave days of regular carriers.

Let's start at the beginning. Look at the top of the paycheck stub or in the column on the online paycheck.

Reading left to right:

- WK is week 1 or 2 of the pay period.
- RSC/LEV is the route type or route number. (e.g. H11, J37, K01, A22)
- Rate is the salary.
- Code is the designation activity or EMA code with the evaluated hours of the route.
- TYP is the type of work or pay. These are the codes you will see under TYP.
 - o W is work hours.
 - o O is overtime hours.
 - o 2 is for second trip
 - o T is an EMA trip on a POV (Privately Owned Vehicle or personal vehicle route)
 - o H is EMA hours.
 - o M is EMA miles.
- Hours worked is the next column. This

is based on the information found under the TYP code or the EMA data. This will be the actual hours worked on each route or function listed. The second trip time on hours and hundredths will be listed here too.

- PAY - gross amount based on the TYP code.
 - o O for overtime pay
 - o W work hours pay
 - o T, H, M will reflect the pay for the Time, Hours or Miles that will result in compensation for the POV usage for delivering.
- Training hours will be coded as 999.

So, when RCAs are in the training phase or when being crossed trained on Matrix routes, they should see code 999 under the Level column.

When Relief Carriers are scheduled for a full day on a Regular or Auxiliary route the pay stub will have an A (Aux), K, J, or H with the route number appearing in the next column. RCAs are compensated for actual hours worked or evaluated hours of a route, (whichever is greater) for the first 5 pay periods of employment. The 5 pay periods are calculated from the RCA's enter on duty date.

Once the RCA has passed the first 5 pay periods, they will receive the evaluation for the route to which they are assigned, unless they exceed 40 hours for the week. If an RCA is carrying a route for the first time or has not carried a route in a year, they are also entitled to be paid the actual hours worked on the route or the evaluation, whichever is greater.

Any additional duties such as Express runs, auxiliary assistance including parcel assistance, collection runs, transporting mail, or clerk work will appear as 998.

Sunday/Holiday work, also known as Amazon Sunday, should be coded 991.

All work hours, regardless of how they are coded, count toward the 40 hours work week. If the total hours actually worked for the week exceed 40 hours the RCA will be paid overtime.

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Overtime hours will be shown together in each week of the pay period. The overtime hours will be multiplied by 1½ the hourly rate.

RCAs carrying routes, providing assistance, or delivering express with a personal vehicle will be paid EMA (equipment maintenance allowance) which is currently set at \$0.97/ mile or \$10.30/hour, whichever is greater. The EMA for every route, even LLV routes can be found at the bottom of the 4241A.

When carriers use their personal vehicle to deliver a route or give assistance, they will get EMA for the miles driven. They will see any additional EMA reflected in the daily trips section.

For instance, if the daily EMA is 38.80 for the routes up to 40 miles.

There should also be mileage compensation for travel between offices when RCAs are assisting in other offices or when traveling to the Sunday/ Holiday Hub office, if they are not assigned to the Hub office. This rate is \$0.67/ mile. EMA will appear as a separate entry on

the pay stub.

The mileage travel rate is the IRS rate. The EMA is adjusted quarterly based on the current Consumer Price Index. Check the NRLCA website for the current EMA rate. You can find the most current rate under the Labor Relations tab.

There are a lot of variables when RCAs are working so many different routes, and it can

become confusing. Payroll questions come up and sometimes it can be difficult to understand what the carrier was paid for. I recommend keeping a calendar and documenting

all the routes assigned, the number of trips if there are more than one, and the POV miles, if any. Payroll issues are easier to resolve if we have accurate information.

I want to take this opportunity to thank the RCAs for all the hard work they do all year, but especially during peak season.

K K13 53-1234 ILM REPLACEMENT		00000019 07 06 00000098			
PAYLOC	FINANCE NO.	EMPLOYEE NAME	EMPLOYEE ID	PAY PERIOD	SERIAL NUMBER
DETAIL EARNINGS			GROSS TO NET		
WVRSCLV	RATE	CODE TYP	HOURS	PAY	THIS PERIOD
2 K 013	16.45	780 2	25	2.39	GROSS PAY
2 K 013	16.45	780 W	26.80	476.15	FED TAX MD
2 J 002	16.45	780 2	8	1.37	ST TAX MD
2 J 002	16.45	780 W	8.40	140.88	NET
1 K 015	16.45	780 W	9.60	157.92	MED-CARE
1 A 020	16.45	780 W	5.00	82.25	SCORE
1 A 020	16.45	780 W	1.12	18.42	NET
		LPA		1.08	EM-B
2 K 013	2200	648 T	3.00	66.00	
2 J 002	2010	643 T	1.00	20.10	
1 K 015	1800	648 T	1.00	18.00	
1 A 020	485	630 H	2.00	9.70	
			TOTAL		
			GROSS PAY		
			NET PAY		
			LEAVE STATUS		
			ANNUAL LEAVE		
			THIS YR		
			BAL		
			THIS YR		
			PP		
			BALANCE		
			SICK LEAVE		
			FROM PREV YR		
			THIS YR		
			PP		
			BALANCE		
			LEAVE WITHOUT PAY		
			THIS YR		
			CUMULATIVE		
			BOND UNAPPL BAL # ISSUED		
			EE		



RCA's, the Matrix and Bidding

Angela Myers - District Representative MI-2

When I was starting my postal career as an RCA, I was lucky enough to learn nearly every route in my office, which led to more work opportunities. The only route I didn't learn fully was my mom's route, and that was because I got car sick halfway through the ride along with her and had to get dropped back off at the Post office. My postmaster was always good about giving us adequate training and letting us learn as many routes as we wanted. So, what happens in an office where all the RCAs know almost all the routes? Who gets to work when there isn't a

primary relief carrier, or there is one, but they are not available?

Since the 1995 - 1999 contract, offices should be using a list called the matrix for scheduling relief carriers.

How does a matrix work and who is on it? The matrix was introduced in an effort to clarify the proper scheduling of relief carriers. A matrix should have been created locally to list all regular routes. All offices are required to have a posted matrix.

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There should be a column for the primary relief carrier and then 2nd relief carrier and 3rd relief carrier for each regular route. Auxiliary routes are not listed on the matrix and carriers assigned to auxiliary routes should not be on the Matrix for any 2nd or 3rd spots. If an auxiliary carrier is in a non-formula office, they could be a primary relief carrier on a regular route and be assigned to the auxiliary route the other 5 days a week. This is commonly known as the 5 and 1 option.

The main responsibility for that relief carrier remains to the regular route, and they should be scheduled there when that route needs coverage. If relief assistance of 2 hours or more is anticipated on that regular route, the primary relief carrier is entitled to that work.

The relief carrier should not be considered unavailable for their primary route because they are scheduled on the auxiliary route to do collection runs or Express runs.

If an RCA already has a route assignment for a particular day, management is under no obligation to allow that RCA to switch routes. That is unless the assignment is to an auxiliary route and a regular route is open. In that situation, the RCA has the right to run the bigger route.

If the office is formula, they would be assigned to the auxiliary route 6 days a week and would not be listed on the Matrix for any regular routes.

Filling the Matrix

The initial filling of the matrix should have started with the senior relief carrier picking two additional spots that are not their primary route. They could pick two second spots, a second spot and a third spot, or two third spots for routes they are qualified on. Qualified being defined as having received some training or been utilized on the route. Once management goes through the relief carriers, by seniority, allowing them to pick their two spots, they can designate spots to carriers who did not choose.

When new employees are hired in, management can assign them to a second and third spot on the matrix. Management must provide some training to those carriers for the additional matrix spots they will be filling. Each substitute, RCA or RCR will appear no more than three times on the assignment list. Management will continue to designate assignments until the list is complete or there are no additional qualified

employees designate.

There may be blanks on the list due to a shortage of relief carriers. Blanks would occur later when a relief carrier or an RCA converts to regular, transfers, resigns, or opts to be assigned to an auxiliary route. When that happens, a relief carrier that is not currently assigned to three spots may be placed in a 2nd or 3rd spot.

However, there is never any bumping on the matrix. The matrix is filled and maintained using the rules outlined above.

Do not confuse "opening the matrix" with changing your primary assignment.

Rural route primary positions are filled following the provisions of Article 30.2.E.1, which states:

When a vacancy occurs in the leave replacement ranks, management may add it to a PTF rural carrier's assignment, or it shall be offered at the time of the initial vacancy, to qualified substitutes, rural carrier associates, and rural carrier relief employees in that office, with the longest period of continuous service, in the office, without regard to classification. If the vacancy continues to exist and the route has been substantially changed (i.e. classification, relief day, or assignment of vehicle) or the regular carrier assigned to the route has been on extended leave for more than 30 days, the assignment shall be offered again.

These are the only times primary positions should be offered; the initial vacancy, a change to the route such as the gain or loss of a relief day, the assignment of an LLV, when the regular carrier is off for an extended period of 30 days or more and there is not currently a primary relief carrier assigned to the route.

The second and third spots on the matrix are treated differently. Management can decide to allow movement when circumstances create a large number of blanks. Should management decide that some movement is necessary, only those qualified leave replacements desiring to change will be affected.

Again, no bumping. Filling in blanks should be done by seniority.

Overtime

Whenever the primary leave replacement is unavailable or if there is no assigned primary leave replacement, management may require a PTF rural carrier to serve the route prior to

continued on next page

The Michigan Rural Letter Carrier

continued from previous page

assigning the route to the leave replacement designated as the second or third leave replacement. Management may skip carriers on the matrix in the second and third spots if it could lead to overtime for that carrier.

Management may not bring in RCAs from other offices to control an RCA's overtime.

When a relief carrier is serving full-time on a vacant route, they are entitled to at least the evaluated hours of the assigned route and then may be replaced to avoid overtime or additional overtime. A primary relief carrier is entitled to overtime on their primary route if the need is on a day-to-day basis. For instance, a situation where a relief carrier works a combination of routes and gives assistance throughout the week and is at 35 hours when the regular carrier for their primary route calls in sick for the next day. In this case, the RCA has worked other routes or done Amazon, but the work hours are not on their primary assignment. The RCA is still entitled to work up to the evaluated hours on their primary route, regardless of the overtime.

There are a lot of details included here, and it can be overwhelming to try to keep all the rules straight. All this information is available on the NRLCA website in the Steward Reference A-Z Guide. Look under M for Matrix and R for RCAs.

The updated Order of Consideration is still a great tool to use as well.

Bidding on Regular Routes

What is the reward for years of service as an RCA? Becoming a regular carrier with a set schedule, insurance, benefits, and retirement!

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It is devastating for all concerned when an RCA fails to bid correctly and misses the opportunity to become a regular carrier.

- Be aware of when routes will be going up for bid in your office.
- There will be only ONE posting and one opportunity to bid.
- All bidding, on the vacant route and any residual route, will be done at the same time.
- Make sure you have access to and have become familiar with LiteBlue and know how to navigate to My HR and the bid page. Update your Self-Service profile and get a password for e-Job bidding.
- Management in your office can provide an auto bid brochure upon request to the RCAs when a route is posted.
- Review the paper posting in the office so you can view the same information online.
- RCAs should bid on all routes in the office. There is only one chance to bid.
- RCAs may rank all the routes in their preferred order, or they may choose "select all."
- You should always print the confirmation page after you successfully submit your bid.
- RCAs should bid early and immediately report any problems with the website to their manager. They can also go back online and review their bid history.
- Make sure you are familiar with the entire process so you can successfully bid and enjoy the benefits of becoming a regular rural carrier!

Sample Matrix

Route Number	Primary	Second	Third
K001	Bates	Evans	Cole
J002	Evans	Bates	Ford
J003	Cole	Duke	
H004	Duke	Ford	Evans
K005	Jones	Bates	Duke
K006	Ford	Cole	Jones



Introducing Myself and Welcoming All New RCAs

Jeremy Posten - Assistant District Representative MI-1 & 2



I started with the USPS as an RCA in 2011. The job seems to have changed so much since then. I remember learning to mark parcels and a few of the parcel markers had "Delivery Confirmation" on them just in case the parcel had a barcode to scan. Now, almost everything we touch has a barcode. We have gone through four different scanner models since I first started, including a short time when we had to carry a separate cell phone that we paired to the scanner for a signal. When I was an RCA, there were far more POV routes in my area than there are now. Sunday/Holiday delivery was not something I was able to experience as an RCA. As a matter of fact, back then, instead of worrying about seven-day work weeks, we had to worry about the perpetual rumors or threats that we may be cut to a four-day delivery.

I spent my first three years as an RCA kicking up work wherever I could find it. The office I started in had just two H routes (Zero Relief days). I was not even guaranteed one day a week. I learned quickly that RCAs have the toughest job in the post office. There are so many peaks and valleys. We would spend one week working every day and the next one or none. I wanted to work every day, but learned my little office did not provide that much opportunity, so as soon as I was trained on my two routes, I asked my postmaster if she thought I was good to work in other offices. With her approval, I went to every office in driving distance and introduced myself to managers and postmasters. When I told them I was eager to work and had a vehicle to deliver out of if needed, I moved to the top of most of the lists. As years went by, I've transferred offices, my office acquired RMPOs, I've had three different Postmasters, and my opportunities for work never dried up. After my third year, I was able to take a hold down on a 36 hour a week auxiliary route. I was lucky enough to have that aux route for the next three plus years. I scored a route that

guaranteed six hours a day, six days a week, and most importantly, a route I could call my own. My time on that little route will forever be some of my favorite times as a rural carrier.

Working just four-to-six-hour days, I was able to get the kids to school every morning, and I was done early enough that I never missed a gymnastics meet or basketball game. Then, with perfect timing (around the same time my children were graduating and needing me less and less), my spot finally opened up and I went career on a 40K. I really love being a Regular Rural Carrier, but I will never forget my time as an RCA.

All of these changes and adjustments since 2011 were accompanied by my advancement through different positions in the steward system. I started as a local steward as an RCA in 2011 and became an area steward shortly after. At the exact same time as I went career with the USPS (2017), I was offered a part-time ADR position. For five years, I worked almost every day, carrying the mail as needed and handling my steward duties on any day that I was not delivering. Then in 2022, I became a full-time ADR with the NRLCA.

It is shocking how much has changed for the RCAs in my time with USPS. It is now a tougher job than ever. It takes a special person who can weather the storm of uncertain hours, Sunday Amazon, remembering several different routes, new managers who think you are the same as CCAs, last minute assignment changes, and waiting patiently for your full-time spot to open up. At the post office, I have heard many times "this job isn't for everybody", but for those of us that it fits - it is a great one, with a great payoff. If you are an RCA reading this, know you are appreciated, and for the regular carriers that are reading this, think back to what it was like when you were an RCA. Think about how it is for the current class of RCAs. Let them know you value them and understand their struggles. A little encouragement goes a long way!

National Steward System



Julia McCarty

District Representative – MI 1

Phone: 989-751-3074

Julia.McCarty@nrlca.org



Angela Myers

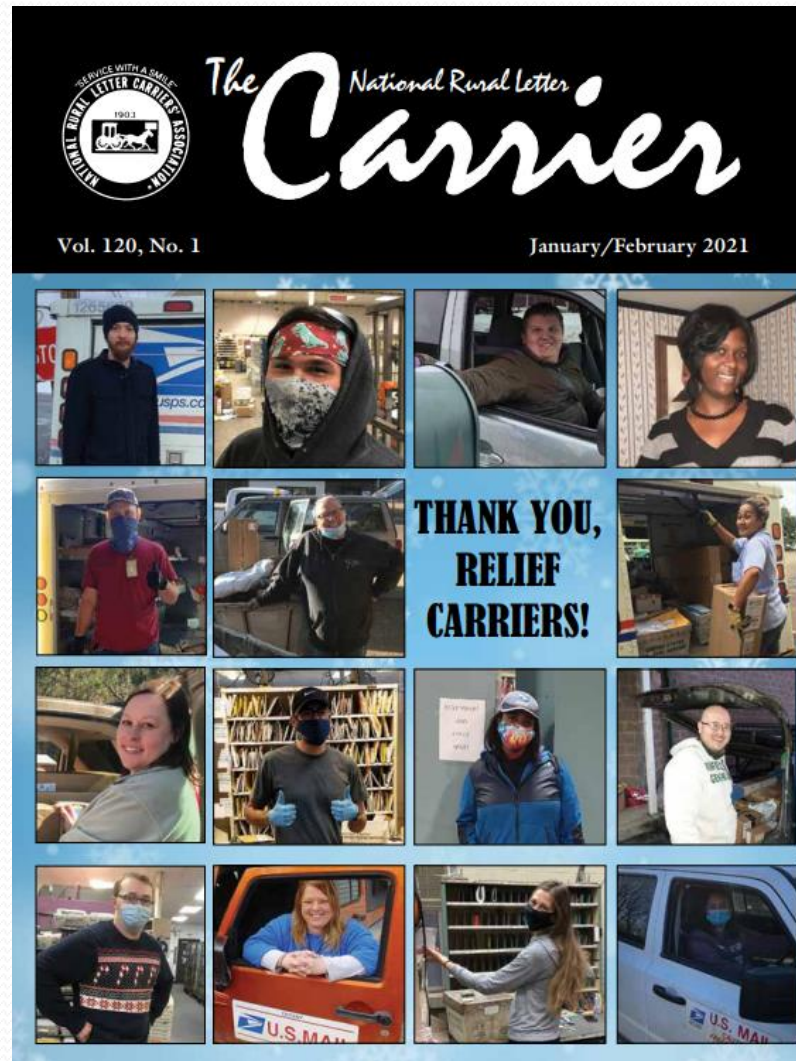
District Representative – MI 2

Phone: 231-838-3786

Angela.Myers@nrlca.org

New Hires CAN Contact Their Steward for Help and Guidance by Phone or E-Mail

The National Rural Letter Carrier Magazine



Advertising Route Vehicles & Mutual Transfers

Advertising in this column is available to NRLCA members in good standing for transfers or route vehicle sales only. The non-refundable charge for each insertion is \$25. We reserve the right to edit ads for length and/or clarity.

Please include your full name, mailing address, and Employee ID number with your ad.

Make check or money order payable to the NRLCA and send with your ad to: NRLCA, c/o Accounts Receivable-Advertisements, 1630 Duke Street, Alexandria, VA 22314-3467.

Ads are published on a first-come, first-served, space-available basis. The contents of the transfer ads below do not necessarily reflect the contractual language of the agreement between USPS and the NRLCA.

Mutual Transfers

Santa Fe, NM 45K route w/LLV looking for mutual transfer in Ft. Walton Beach, FL or surrounding area. Reg. rural for 6 years. Jake Tapia, 505-699-6571 or jaketapia28@yahoo.com

Vehicles for Sale

2008 and 09 Subaru Forrester with Postal Things RHD. \$10,000 and \$11,000 OBO. Route ready with many extras. Text for pictures 701-205-9895 -MN

2011 Jeep Wrangler RHD new (Jasper motor, certified transmission with warranty), tires and computer. Many new parts, well maintained. 260,000 miles. \$15,750. Call Paul, 816-724-1078 -NW MO

2012 Subaru Outback, RHD installed, 134,000 miles, transmission fluid changed, new brakes/rotors front, extra tires & rims, timing belts done at 100,000 miles. \$6,900 firm. 570-937-4039

2013 white Jeep Wrangler Sport Unlimited, factory RHD, 4-door, new transmission, new tires. 137,000 miles. \$20,000. 269-405-0038 cell or 269-426-4235 home

-SW MI

Unique 2015 factory RHD Jeep Wrangler Unlimited Sport, 4-dr, 4x4, features graphics of a postal eagle with white 17" rims. 104,650 miles. Strobe lights installed in parking/taillights. Activate with the push of a button. Tinted windows, aftermarket Pioneer stereo with Bluetooth and back up camera. Original stereo included. Tire cover states U.S. Mail Frequent Stops. Also comes with additional 4 studded snow tires on rims. Comes with All-Weather Slush Mats by Mopar. Engine block heater added. Selling due to a promotion. \$27,000. 260-417-1799, pictures available.

2015 Honda CRV AWD LX silver, 117K, new tires, dual control, well maintained, route ready, excellent condition, Metris coming, \$16,000. 920-604-1394 -North of Green Bay, WI

2016 Jeep Wrangler Unlimited RHD, 107K, excellent condition, retired, mail tray, extra wheels, \$25,000. 334-224-1068 -AL

2016 factory RHD Jeep Wrangler, granite gray. Well

maintained with records, garage kept, 175K. Serviced, route ready. Retired, available 9-30-22, \$19,500. Call/text 864-993-5012 -SC

2017 RHD Jeep Wrangler Unlimited, 115,000, really clean with a lot of extras, \$27,000. 573-338-1871 -Mid-MO

Beautiful granite Crystal 2021 RHD Wrangler Unlimited, 4x4, 26K, only 5K on route. \$39,000. 828-424-8564 -Marion, NC

Morgan Dual Controls LLC
901-871-8051
Heber Springs, Arkansas
www.morgandualcontrols.com

**2022 National
Convention
PAC Donation
Total:**
\$114,279.25

WHY JOIN NRLCA?

The National Rural Letter Carriers' Association

The **NRLCA** provides information and fellowship for its members at Local, State and National meetings where all members may participate in a democratic process of developing Association policy.

You have a Voice in this Association!

NOMINATION FORM FOR DELEGE TO THE 2025 MRLCA STATE CONVENTION

June 8, 9, & 10, 2025 - Shanty Creek Resort in Bellaire, MI

I am a member in good standing of the _____ (Local Unit) Rural Letter Carriers.

Nominator's Name _____

Nominator's Address _____

Nominator's City _____ ST _____ Zip _____

Nominator's Phone (____) _____ Nominator's Email Address _____

I hereby submit the name of:

Nominee's Name _____

Nominee's Address _____

Nominee's City _____ ST _____ Zip _____

Nominee's Phone (____) _____ Nominee's Email Address _____

as a candidate for Delegate to the 2025 MRLCA State Convention.

DELEGATE

del·e·gate - noun - 'deləgət/

1. a person sent or authorized to represent others, in particular an elected representative sent to a conference.

2025 NATIONAL CONVENTION DELEGATE BALLOT

Convention Delegate Nominations

Appearing below is Section 2 of Article VI of the Constitution of the National Rural Letter Carriers' Association. It sets forth in detail the election procedures for delegates to the national convention. This article complies with labor laws which require that national delegates must be elected by direct vote of the membership.

In accordance with Section 2 of Article VI, a nominating ballot appears below:

• You may nominate yourself or someone else from the organized state association in which your membership is affiliated. (Reference Article III, Section 4.A and B of the National Constitution).

• Mail the completely filled out and SIGNED nominating ballot to your state association at the pre-arranged post office box address that appears on the opposite page. A completely filled out nominating ballot is extremely important in order to determine eligibility of the person making the nomination and that of the nominee. Please print clearly as an illegible nominating ballot may cause it to be not accepted and/or returned for clarification to the person making the nomination.

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 December-May.

2. Nominations must be received in the pre-arranged post office box at least 50 days prior to the opening of the state convention. Upon receipt, the State Secretary shall send a notice of nomination to the candidate by U.S. Mail.

C. Elections

1. A member must be on the rolls at least 50 days prior to the opening of the state

convention in order to be eligible to vote for National Delegates.

2. The State Secretary shall prepare a ballot listing the candidates for National Delegate. Instructions on each ballot shall include the number of delegates to be elected, the deadline for return of the ballot and the mailing address of the designated post office box. The number of votes cast on each ballot shall not exceed the number of delegates to which the state association was entitled at the previous convention.

3. The State Secretary shall cause the ballot to be mailed to eligible members at least 25 days prior to the opening of the state convention. In addition, the State Secretary/Designee shall arrange for the rental of a post office box for the receipt of the ballots and another for the return of undeliverable ballots.

4. An envelope marked "Ballot" shall be provided in which to seal the ballot. To permit verification of membership and to maintain the integrity of the voting procedure, an outer envelope, also marked "Ballot" which clearly identifies the name and address of the member, shall also be provided. The sealed envelope containing the ballot shall be placed in the outer envelope by the member and mailed to the designated post office box.

5. An Election Committee shall be appointed by the State President. No candidate for National Delegate may serve on the Election Committee. After the deadline for receipt of ballots, the Election Committee shall collect and tabulate the ballots at the state convention. The post office box designated for the return of ballots shall be accessible only to the Election Committee.

2025 NATIONAL CONVENTION DELEGATE NOMINATING BALLOT

****This form must be completed in its entirety. Please print clearly.****

I am a member of the _____ Rural Letter Carriers' Association.
(STATE)

Signature of Member: _____

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____

I hereby submit the name of: _____

Address _____

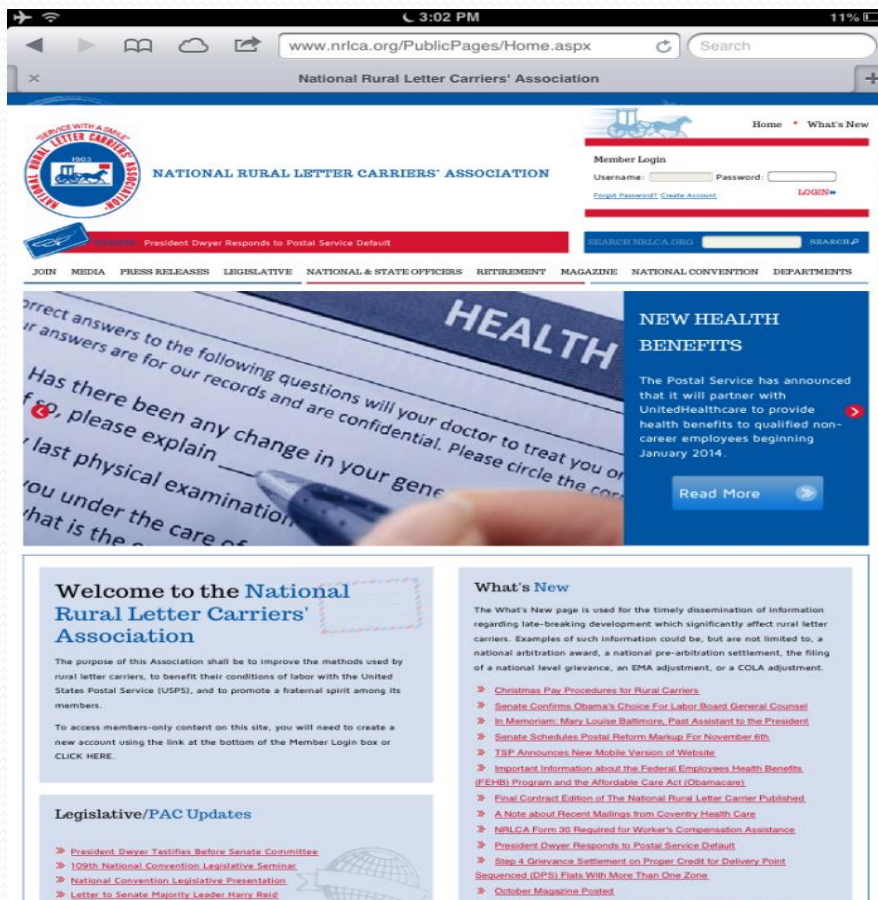
City _____ State _____ Zip _____

as a candidate for delegate to the 2025 National Convention of the National Rural Letter Carriers' Association. To the best of my knowledge, the above nominee qualifies under the provisions set forth in Article VI, Section 2, as cited above. Mail to the address listed for your state on the following page.

RCA DUES

- **Current RCA Wage** = \$20.84 per hour, effective 9/12/2025
\$21.39 effective 10/24/2025
*after three years of service: \$1.00 hourly increase
\$21.88 effective 11/15/2025
\$22.39 effective 11/14/2026
- **Michigan Union Dues** = \$11.40
 - **Per Pay Period** (once every two weeks)
- **You only pay if you work**
 - The only exemption to this rule is if you actively collect OWCP payments for an on-the-job injury.

NRLCA.ORG

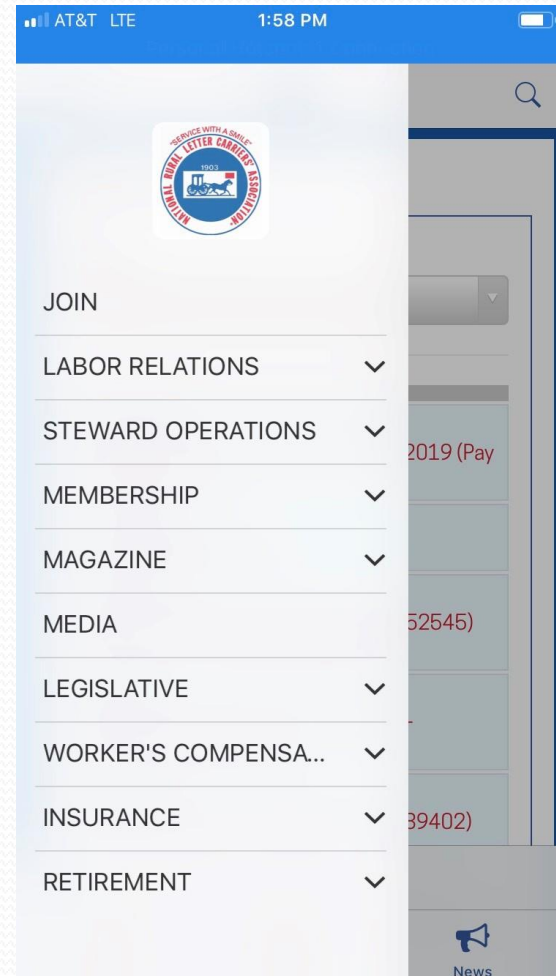
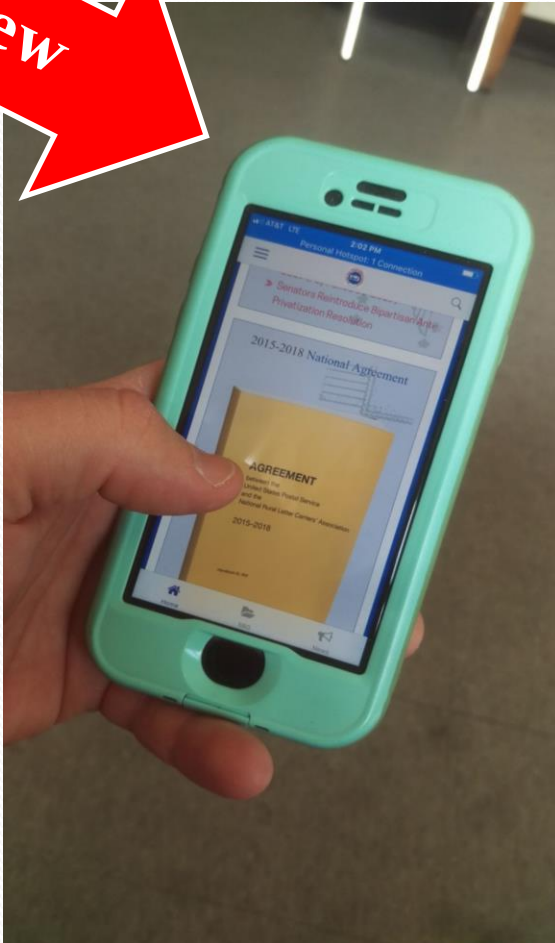


MIRLCA.INFO



The National Rural Letter Carrier Android and iPhone App

All New



The Facebook logo, consisting of the word "facebook" in a bold, blue, sans-serif font, is centered within a white rectangular box. The box is set against a background of light blue and white wavy lines at the top of the slide.

facebook

National Rural Letter Carriers' Association
@NRLCAOfficial

and

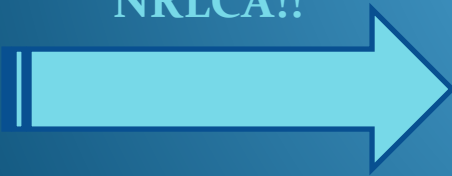
Michigan Rural Letter Carriers' Association
@michiganrurallettercarriers

The MIRLCA Board



That is why YOU should join the NRLCA!

Fill out your form now if you would like to be a member of the NRLCA!!



Revised
NRLCA Form 1157

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

RURAL CARRIER CLASSIFICATION
☐ Regular ☐ PTF ☐ Relief ☐ ARC

OR
(SOCIAL SECURITY NUMBER) (USPS EMPLOYEE ID NUMBER)

LAST NAME FIRST NAME MI

MAILING ADDRESS CITY STATE ZIP CODE+4

POSTAL INSTALLATION WHERE EMPLOYED ZIP CODE OF INSTALLATION INSTALLATION FINANCING

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.

ANGELA BEIER, 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: ANGELA BEIER (RCA-JULY 2025)
MIRLCA STATE SECRETARY
5337 WELCH ROAD
EMMETT, MI 48022



MIRLCA Secretary

Angela Beier

5337 Welch Road

Emmett, MI 48022

(989) 800-1768

Angela.Beier@nrlca.org

Call, Text, or Email



Any Questions?

