

# Why it pays to belong to the NRLCA

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- NRLCA holds exclusive recognition to represent the rural carrier craft with the U.S. Postal Service. NRLCA negotiates all labor agreements for the rural carrier craft with the USPS, including wages, benefits, and working conditions.
- Only NRLCA stewards can represent members of the rural carrier craft in the grievance procedure, including providing protection in disciplinary actions.
- NRLCA offers an excellent health insurance program, the Rural Carrier Benefit Plan, which includes a prescription drug benefit program for regular and retired members, and for qualified leave replacements.
- NRLCA also offers supplemental insurance programs, including term life, disability income insurance, accident, critical illness, and dental and vision insurance. The supplemental programs are managed by Greater Insurance Service (GIS). More information can be found at [www.rc-benefits.com](http://www.rc-benefits.com).
- NRLCA also offers the Rural Carrier Vehicle Insurance Plan and the Homeowners' Insurance Plan through National General Insurance. NGIC understands the needs of rural carriers in insuring their route vehicles. Not all insurance companies understand the Federal Torts Claims Act and its application to rural carriers involved in an accident on the route.
- NRLCA provides a monthly publication, The National Rural Letter Carrier, to keep its members informed on postal and legislative matters of vital interest. Each state association also provides a publication for its members.
- NRLCA provides information and fellowship for its members at county, district, state and national business meetings and at informational meetings where all members may participate in the democratic process of developing NRLCA policy.
- NRLCA provides an official website for its members at [www.nrlca.org](http://www.nrlca.org). It includes accurate, up-to-date information that affects your job, your wages, and the changing environment of the Postal Service. Only NRLCA members can access the full website.
- The National Rural Letter Carriers' Association (NRLCA) has an effective legislative program in the Congress to promote and protect the interests of rural carriers.
- Because of the union, no rural carrier can be involuntarily reassigned to another craft or job in the Postal Service. More importantly, because of this union, no employee from another craft can be assigned into the rural craft.
- Without the union, any one of us could be subject to layoff. There would be no consideration of seniority or re-bidding the routes when an encumbered route was eliminated. If your route was gone you would be, too.
- Without the union, any one of us could be reassigned to another craft or job anywhere in the Postal Service and displaced employees from other crafts could be reassigned as rural carriers, taking future jobs away from our own RCAs.
- Without the union, all of us would be subject to the whim of the employer. None of us would have any protection or rights. None of us could be assured of having a job tomorrow, let alone next year. It is at times like these that we all need the union the most.
- Only members of the NRLCA are allowed to vote on officers of the union or hold office in the union.
- Only members of the NRLCA can become union stewards.
- Only members of the NRLCA can vote on proposed new contracts with the USPS.
- Only members of the NRLCA have access to union-provided assistance with Workers' Compensation claims.