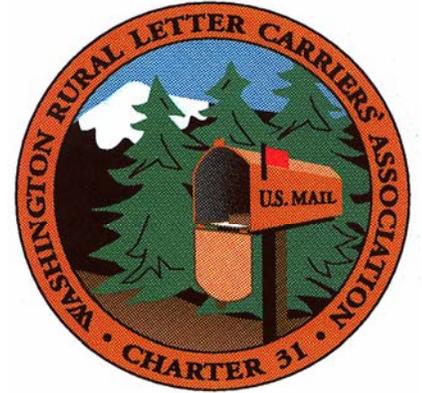


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2016



Where Service Begins With a Smile



The WARLCA Members at National Convention

First row (L to R): Karen Hill, Patrick Pitts, Renee' Pitts, Janie Walla, Shawn Johnson, Paige Barrett, Taralee Mohr, Lisa Benson

Second row: Levi Hanson, Becky Wendlandt, Joanne Dillon, Isa Lopez, David Ray, Joyce Patteson, Dawn Ayers, Mariann Faulkner, Kristian Granish

Third row: Susie Hill, Doug Rinehart, Colleen Headley-Lalande, Jim Hemrich, Monte Hartshorn, Patricia Alexander, Charles Alexander, Jeff Taylor, Kurt Eckrem

State Convention

New location!

Legislative Issues

Know what's going on in Congress

Christmas Pay Procedures

Check your check! \$\$

DPS to the Street

Are you being required to, against your wishes?

Western States Conference

Hosted by WA; first time in 11 years

Open Season!

It's here! Make your elections by Dec 12

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Sign up for email updates!

Need to know when the next training seminars are? Find out about upcoming political actions. Get news on contests and promotions! Here's how:

1. Open your email program. Or, scan the QR code below with your smart phone.
2. Send an email to emailsignup@warlca.com
3. Include the following in your email:
 - Name
 - Office
 - Designation (Regular, Relief, Retired)
 - County Unit
 - Local Steward? (Yes/No)
4. You will receive a confirmation email.
5. Once your membership is verified, you will receive confirmation from updates@warlca.com

Keep in the loop! Scan this QR code with your smart phone to instantly sign up for WARLCA email updates!





IMPORTANT!

Due to unforeseen circumstances, the Everett Holiday Inn is no longer able to honor our contract to host the 2017 WARLCA State Convention.

Your State Board has worked hard on short notice to obtain a contract at a different location. The Convention will now be held at the Hilton Garden Inn in Everett. If you have not already done so, please sign up to receive email updates, and also be sure to check our website, www.warlca.com, for information. Registration and reservation information is available in this issue.



Thank You, Vets!

With a huge debt of gratitude and thanks to our Veterans, Active Military, and their families who support and love them, we thank each and every one for our freedoms, liberties, and for their sacrifices. We can never repay what you have given us but we vow we will never forget.



Combined Federal Campaign

The 2016 CFC is open now and runs through Dec 15. CFC is the largest and most successful workplace-organized fundraiser campaign in the world, stretching across all branches of military and federal government. The mission of CFC is to promote and support philanthropy. For more information and history of the Combined Federal Campaign and to find your campaign locator, visit www.opm.gov/combined-federal-campaign/

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OCTOBER 17-21, 2016 MINUTES FROM WARLCA BOARD MEETING

HAMPTON INN, ELLENSBURG, WA

MEMBERS IN ATTENDANCE: Levi Hanson, President; Kurt Eckrem, Vice President; Becky Wendlandt, Secretary-Treasurer; Taralee Mohr, Region 1 Committeeperson; Stella Fazzino, Region 2 Committeeperson; Lorrie Crow, Region 3 Committeeperson; and Paige Barrett, Region 4 Committeeperson. President Hanson called the meeting to order October 17, 2016 at 1:06 PM in regular session.

The Board read and discussed the ground rules. The Board went on to review the Mission Statement and Goals. The Board then went into executive session at 1:40 PM on October 17, 2016. The Board adjourned at 5 PM and reconvened at 8:00 AM on October 18, still in executive session. The Board adjourned at 5 PM and reconvened at 8:07 AM in executive session. Levi adjourned executive session at 9:20 AM on October 19, 2016. The Board went into general session with all present on October 19, 2016 at 9:21 AM.

Board Minutes:

The minutes of July 17-22, 2016 were approved.

The minutes of September 12-14, 2016 were approved.

Task Reports:

The tasks were read and updated.

Board Policy:

The Board policy was reviewed and updated.

County Flash Drive:

The Board decided that the county flash drives will not be updated and important information will be placed on the website.

Updates Via Text:

The Board decided to consider this in the future but to concentrate now on putting out timely and informative email updates and to keep encouraging members to sign up for email updates.

Credit Card Processing for Convention

Registration:

The Board discussed this issue. We have approximately 60 or so registrations a year. Currently we follow NRLCA's rules for receiving checks, deposits, and reporting of. The WARLCA website is not secure. Becky asked National on pros/cons and why they don't use it for National Convention banquet. National said we are in the mail business as well as have postal money orders if members don't have a checking account, and security could be compromised having it on the website. National said strict

procedures would need to be in place before using companies such as PayPal to comply with DOL/IRS rules.

WRC:

Fall Issue: Fall issue will be to printer by November 13.

Winter Issue: Winter issue will be to printer by January 23.

Spring Issue: Date will be decided at the January Board meeting.

The Board adjourned for lunch and resumed at 1:26 PM on October 19, 2016. Patrick Pitts joined the Board for lunch and the meeting.

NRLCA Seattle/Alaska District Representative

Patrick Pitts:

Patrick updated the Board on grievance activity. There are 49 local stewards right now in Seattle District. Local steward enhancement training will be in Selah on Sunday October 23, October 30 at Mirabeau in Spokane, November 6 at Lewiston Red Lion, and November 13 in Puyallup.

Monday November 14 to 18, 2016 is the ADR and DR regional training in Las Vegas.

Patrick left and after a short break, the Board reconvened at 3:15 PM.

There was no report from Portland DR at this time.

2017 State Convention:

Tara had updated the Board previously that Holiday Inn at Everett had notified her that they were canceling our contract for the 2017 State Convention due to remodeling. Tara is getting other bids.

PAC Update:

Tara reported that we ended the year (August 1 to July 31) at \$19,002.38 for PAC. Right now, we are at \$6,867.32 for year-to-date and 9th in the nation for total and 5th for per capita at \$3.71 per member. We are \$3,000 above SPLY (same period last year), thanks to sustaining donors. Currently we have 31 sustaining donors. This year's PAC goal is \$20,000. Tara believes that the fundraising ideas for Western States Conference and State Convention for big ticket items for drawings will help reach the goal.

The Board adjourned at 5 PM on October 19, 2016 and reconvened at 8:06 AM on October 20, 2016 with all present.

Western States Conference 2017:

Consensus that we waive the registration fee for all

NRLCA officers, speakers, and their spouses for WSC. Consensus for \$65 registration fee which includes all breaks, meet and greet, and buffet luncheon. Late fee will be \$20 more for a total of \$85 if not received by April 1, 2017. The Board decided on the WSC agenda: Start Thursday afternoon at 2 PM with State Officers Training and end at 5 PM. Have social at 5:30 PM and at 7 PM have training (labor/stewards). Start Friday morning and buffet luncheon at noon. End Friday at 5 PM with free night for those wanting it. For those wanting to attend breakouts, starting at 7 PM with a RCA seminar breakout and retirement seminar breakout. Saturday morning will be the business session and end afterwards. For WA members: no cost for attending, but must pay \$65 registration fee that will be refunded after they sign in on the sign in spreadsheet. Late fee will not be refunded. That way we know how many coming to estimate food needs. WA members will get no other funds like in previous years where they were paid \$150 or more to attend. Possible Speakers: NRLCA Officers, Michael Gan, Paul Swartz on legislative, Thrift Savings, National General, APCU, OWCP, National Auxiliary, EAP, RCBP, Western Area Postal Speaker, Congressman.

Officer Reports:

President: Levi reported about his three-day New President Training at DC. He said it was interesting and overwhelming and covered the new database, recommend that all union officers get the guide to union officers, and questions for DOL should go to NRLCA, be familiar with National Delegate Election Guide, and storing union equipment and historical items (they recommend offsite storage). Levi said that Clifford Dailing, NRLCA Secretary-Treasurer, went around the room asking about filing the LM for the year of which four had not filed yet and he was glad we had already filed.

Vice President: Kurt talked about setting up Google alerts for our WA politicians, and will give Becky an updated list for the website once election is over. Levi encouraged Kurt to write an article for WRC to encourage county liaisons. Kurt suggested that RCPs talk about county liaison at their meetings too. Kurt said that if legislators get over 200 responses to one topic, they consider it to be a threshold to get involved. May 20-24 is the Legislative Seminar in DC and the Board approved Kurt to purchase airline tickets and voucher it.

Secretary-Treasurer: Becky reported on her five-day Secretary-Treasurers seminar in DC, which was mostly on the database. Conversion to the new data-

base was scheduled for October 8 but now has been postponed to November. Becky sent out ICE (In Case Of Emergency) forms and asked all to complete them and turn them in.

RCP 1: Tara reported that she has attended each county meeting in her region and talked about orientations.

RCP 2: Stella reported on the county meetings she has attended and on orientations.

RCP 3: Lorrie reported that the only meeting in her region so far was East Central.

RCP 4: Paige updated the Board on the four reviews that came back on the Officers training - LM reports 1st place, conducting a meeting 2nd, resolutions and elections 3rd. Rating the presentation: County LM reports was 1st place, conducting a meeting and meeting notices was next, and all wanted to have a future training

Equipment:

The Board talked about printers/copiers and updated the equipment list. It was noted that much of the equipment (copiers/projectors) are older and will need replacing in the future.

Budget:

We reviewed the budget and talked about ARCs and orientation which is supposed to be on Saturday or Sunday. Levi said if there is only one RCA there, then Jeanette Dwyer, NRLCA President, suggested asking a DR to attend orientation.

The Board adjourned at 5 PM on October 20, 2016 and reconvened at 8:10 AM on October 21, 2016 with all present.

Brainstorming:

Kurt talked about local steward recruitment. Paige brought up PAC incentives.

Correspondence:

We got an email about having a county meeting and using Skype for those that are not in attendance. It also could be posted to the website and stewards could answer questions. We are trying to encourage members to attend their meetings. This might be something that happens in the future.

Voucher Review:

The Board reviewed September 2016 vouchers. After a meeting critique, the Board adjourned Friday, October 21, 2016 at 10:30 AM.

Respectfully submitted,

Becky Wendlandt

WARLCA Secretary-Treasurer



National Convention

By Levi Hanson, WARLCA President

Nashville, Tennessee; Music City, USA, welcomed with open arms, rural letter carriers from all over this great nation of ours to the 112th National Convention of the National Rural Letter Carriers' Association. All 26 Washington rural carriers in attendance were happy to be present as soon as they overcame the extreme humidity that is very much a fact of life in August in the South. Of the 26 Washington carriers present; I was the delegate-at-large, 20 were regular delegates, one was an alternate delegate, and four were carriers who attended on their own dime and they were: David Ray, Kristian Granish, Colleen Headley-Lalande, and Paige Barrett. These dedicated members, along with all of the delegates to National Convention, are to be congratulated for their dedication and willingness to represent the members of the Washington Rural Letter Carriers' Association. They spend long days and nights learning new skills and knowledge that they bring back to members here at home, spend countless hours on and off the convention floor discussing issues that are of concern to rural carriers, and work tirelessly to conduct the business of this Association. I wish to give my heartfelt appreciation to the convention delegates and to the members who did their duty to elect them.

As state-paid delegates to Convention, we were required to attend all general sessions of the convention, and I am happy to report that all delegates met this obligation. State-paid delegates were also required to attend at least one assigned seminar and it pleases me to say that the delegates did this as well. Those seminars were: Provident Guild, State Editors', Legislative, State PAC Chairs', Thrift Savings Plan, First Timers' Orientation, Legal, OWCP, Auto Insurance Representatives', Academy Trainers', Retirement, and Insurance Programs. In addition, state-paid delegates were required to attend the Western States Caucus, for which all delegates were present. In addition to the above duties, delegates were en-

couraged to attend the State of the Union presentation. As delegate-at-large and paid by National, I was assigned to the Tellers Committee and as such had to attend a training at a time that conflicted with seminars I would have liked to have attended; however, I was able to attend the PAC Chairs' Seminar and a portion of the State of the Union. In addition, to my duties on the Tellers Committee, I also had the honor of representing Washington during the Parade of States, prior to which I had to attend rehearsals. It was a pleasure to take part in the Parade of States as it gave me a great feeling of pride to be there representing rural carriers from all over Washington, and it gave me a unique opportunity to meet Presidents from other states. It was especially encouraging to see that many states had recently elected new presidents who were experiencing Convention for the first time as President and delegate-at-large.

“Convention is a mix of business, some of it very serious, but also an opportunity to learn, discuss and engage with your fellow carriers ...”

Speaking of experiencing Convention for the first time, there were a record number of first timers at this year's convention, including our very own Paige Barrett. It is always reinvigorating to see new faces at Convention and to get a fresh take on the issues at hand. Many of these first timers will go on to be the future of our Union. I hope that everyone who is reading this will one day experience what it's like to be a first timer at either State or National Convention.

After a Monday full of seminars and committee meetings, the Convention really got underway on Tuesday morning with a presentation from Postmaster General Megan Brennan, during which she expressed her gratitude to rural carriers for the service they provide. She also discussed USPS present-day finances and opportunities for future growth, postal reform in Congress, the “sharing economy” and the effect it's having on our business and how it represents competition for last-mile delivery, and finally, she touched on investments in our future through technology and infrastructure. The Postmaster Gen-

eral was followed by the Vice President of Eastern Area Operations Dr. Joshua Colin who echoed much of what PMG Brennan had to say. Responses from the NRLCA were provided by Auxiliary Executive Committee Chair Julie Houston and Executive Committee Chair Don Maston. It was later announced that, for the first time, the NRLCA had designated September 15 as Rural Carrier Remembrance Day to honor those carriers whose lives were lost in service to their communities and nation. The delegates were later addressed by California Congressman Jeff Denham who spoke on the importance of 6-day delivery and the vital role that the Postal Service plays in employing veterans. Tuesday afternoon, a moving video tribute to Larry Waligora was played before the delegation in honor of his many years in service to the NRLCA as Director of Insurance Programs. He was presented with Honorary Membership in the NRLCA in recognition of his service upon his retirement.

Wednesday morning began with a much-anticipated presentation by Michael Gan, NRLCA Legal Counsel, during which he spoke about contract negotiations over the years especially as they related to time standards and how negotiating the most recent contract was unique in that time standards were off the table. He went on to lament the lack of member participation in the ratification process, considering less than a quarter of eligible members actually voted on the new contract. Much of Wednesday afternoon was consumed by constitution changes, of which there were 15. Of those 15, nine passed, most of which dealt with the new ARC position and the appeals process. Of the six that failed, most dealt with compensation for the National Officers. Wednesday night's banquet was enjoyed by all and was an incredible value at only \$10 per person, which included entertainment provided by a DJ and

enough line dancing for a lifetime.

The lion's share of Thursday's session was spent discussing six binding and 198 non-binding resolutions. Of those resolutions, many dealt with leave replacements and as such, a proposal was put forth to pass all such resolutions as a package, excluding those that pertained to PTFs. This proposal passed. When all was said and done, one binding and 108 non-binding resolutions had passed. Thursday night it was all about Western States Caucus during which the Washington delegation gathered with the delegation from ten other states in the Western United States to hear from the candidates running for National office. It was also an opportunity to discuss the upcoming Western States Conference in Tukwila, WA on April 20-22 2017. Members of the WA delegation including, Taralee Mohr, sold raffle tickets to raise money for the conference.

Come Friday, it was time for elections and of the six positions up for election, only two incumbents had challengers. Ronnie Stutts as the incumbent was up against Kent Stock. Don Maston, the sitting Executive Committeeman, was up against Michael Aitchison. After each candidate had an opportunity to speak, ballots were cast and the makeup of the National Board remained the same with both Stutts and Maston winning with sizeable margins. Later that day, the delegation heard the report of the Appeals Committee. The appeals brought forth dealt with some very serious issues and resulted in some very serious consequences, where in one case, a member was banned from the Union.

Convention is a mix of business, some of it very serious, but also an opportunity to learn, discuss and engage with your fellow carriers in a setting unlike anywhere else. I sincerely hope that everyone gets the opportunity to experience National Convention for themselves in the near future.



Are They Hearing Our Message?

By Kurt Eckrem, WARLCA Vice President

Fellow rural carriers: I was honored to be elected as your State Association Vice President at the 2016 State Convention in Spokane. In my campaign speech, I pledged to do everything I can to make this

Association better, and I continue to hold to that pledge. I have been a rural carrier for over 25 years, with six of those as an RCA. I have served the carriers in my office as local steward since 2006, and I am



All photos provided by My Convention Photos, except this one. Photo courtesy of David Ray.



The 112th annual convention of the National Rural Letter Carriers' Association was held in Nashville, with the theme of banquet night being Denim & Diamonds.



Who wore it better? NRLCA Vice President Ronnie Stutts (L) and WARLCA Vice President Kurt Eckrem (R) arrived at the banquet wearing the same cowboy shirt.



Above: Renee' and Patrick Pitts get their swing on.



Right: WA delegates shimmy and shake on the dance floor. YEEHAW!



Far left: Monte Hartshorn (L) and Charles Alexander (R) mingle on the convention floor.

Left: Everything about the Grand Opryland was elegant and luxurious.

Below: Long days on the convention floor were followed by long nights in educational seminars.



Above, Renee' Pitts receives recognition from NRLCA President Jeanette Dwyer as the WA Outstanding Member of the Year Below:

Left, Dawn Ayers and Renee' Pitts; Middle, WARLCA President Levi Hanson representing Washington in the Parade of States; Right, ADR Renee' Pitts carries the flag for Alaska in the Parade of States.



in my fifth term as President of the King-Snohomish Counties Unit of the WARLCA. Having been a member of the Teamsters for 20 years prior to beginning my career with the Post Office, I fully believe in the value of belonging to a Union such as the NRLCA.

One of my duties on the State Board is to serve as Legislative Director for the WARLCA. For many years, I have written letters and emails and made phone calls to my legislators regarding issues which have an impact on the Post Office and the Rural Craft. This current election has been divisive in many aspects, but it is important for everyone to participate, even if it's just by voting. Just as important, is to support the winning candidates, even though they may not be the one you voted for. If you do want to be active in supporting the candidates who best represent your views, make sure you are familiar with the Hatch Act restrictions for Federal employees.

As most of you are aware, the multi-billion dollar losses suffered by the USPS over the last few years are a direct result of the retiree health benefit prefunding requirement imposed by Congress. Each year, we have seen any number of bills introduced in the Senate and the House of Representatives purporting to help the Post Office get through the financial crisis. Some of these proposed bills could have helped, and some of them have been real scary. Several Congressmen have pushed for the privatization of the Post Office, while others have seen the losses as an opportunity to go after the Postal Unions, including the NRLCA, as being the cause of the problem. For those reasons, it is very important that our members be aware of what is going on in Congress with regards to Postal reform legislation, and continually call or write their Representatives to let them know what is important to us as Postal employees. Attending a town hall meeting and asking questions is a great way to put a face on an issue for your Representative.

By the time you are reading this article, the 2016 election will have already taken place. Both the Senate and the House of Representatives will be in a lame duck session, the period between the election and the day those elected will actually take office. The general feeling is that not much is ever accomplished during these periods, but often that it is a great time to get in touch with your Representative. Most will come home during the holiday breaks, so

take the time and let them know what is important to you as one of their constituents. Those who have been reelected will be considered for new committee assignments, and those newly elected will be anxious to find out what is important to the voters who elected them. The WARLCA website will be updated as soon as possible after election day with new legislative contact information.

As for current legislation, there are a couple of bills introduced in Congress that show some promise, and one that any union member should be dead set against. First the bad one: H.R. 4392. This piece of legislation is a thinly disguised attempt at union-busting, in that it would require Federal agencies to report and justify administrative time used for union purposes. That is the time your stewards use for handling local issues and grievances, which is paid by the Post Office. Shifting that cost to the Union would lead to an increase in annual dues, and how many of you think Postal management would be encouraged to comply with the National Agreement if there were no financial impact? Fortunately, this legislation has

"H.R. 4392 ... is a thinly disguised attempt at union-busting ... think Postal management would be encouraged to comply with the [Contract] if there were no financial impact?"

received very little support. Also introduced in the House of Representatives was H.R. 5714, which will, among other things, move eligible Postal retirees into Medicare in order to continue

their federal coverage. This legislation would restructure the Retiree Health Benefits prefunding requirement and cancel the unpaid final 6 of 10 prefunding payments. It would also reduce the USPS Board of Governors from its current nine members down to five. In the Senate, S. 2051 (known as iPOST) would also restructure the prefunding requirement, would freeze USPS facility closures and consolidations, and would allow the Postal Service to introduce new non-postal products and services. You can find this information and more by clicking on the legislative header on the National website.

In conclusion, you and the other carriers in your office need to keep yourselves informed about the things that can and will impact your pay and your working conditions. Read the articles in this paper and in the National magazine. Log on to the WARLCA and the National websites and look at the latest news. Sign up for email updates from your State Board. Attend your County meetings. Contact your Representatives. Familiarize yourself with the National Agreement. Talk about the issues with your

#

fellow carriers. It's your job.

Get IN-formed. Get IN-volved. Get IN on it.



Secretary's Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer

Secretary Stats:

Does it seem like a revolving door for new hires in your office? You could be right. For the months of August, September, and October, the USPS hired 144

RCAs for Washington state. We got 99 of them to become members, thanks to sending Board members and asking ADRs to attend orientation, and out of that, we lost 14 in the first three months! We have 31

non-members left to recruit, and we will lose many more in the next six months. National said we keep one out of every five RCAs. There are many factors why we lose RCAs; from not enough training, not able to do the job, not getting enough work or wanting less work, finding that going to evaluation pay after the first 10

<u>Statement of Activities</u>	<u>Jul — Sep '16</u>	<u>Budget</u>
Income		
4000000 · National General Insura...	3676.03	17,500.00
4100000 · Interest / Dividends	577.94	2,500.00
4200000 · Membership Dues	61,746.92	240,575.00
4400000 · Reimbursements	202.16	40.00
4500000 · Sales	2,330.00	4,000.00
Total Income	68,533.05	264,615.00
Expense		
5000000 · Accounting Fees	890.50	4,800.00
5100000 · Awards & Recognition	75.00	170.00
5300000 · Employee Benefits	1,898.27	3,800.00
5400000 · Equipment	1,070.10	1,250.00
5600000 · Lodging	16,004.06	12,200.00
5700000 · National Convention	48,845.40	54,305.00
5800000 · Office Expense	1,340.04	1,750.00
5900000 · Payroll Taxes	3,813.47	8,000.00
6000000 · Per Capita Dues	324.00	4,300.00
6100000 · Postage	827.59	5,350.00
6200000 · Printing	566.29	600.00
6600000 · Salaries and Wages	43,121.01	121,475.00
6700000 · State Meetings	11,390.19	31,575.00
6701000 · State Paper	3,058.80	6,300.00
6900000 · Telephone & Internet	345.00	1,440.00
7000000 · Travel	5,673.06	9,610.00
7200000 · Western States Confere...	0.00	630.00
Total Expense	139,232.78	267,555.00
Net Income	-70,699.73	-2,940.00

<u>Statement of Financial Position</u>	<u>Sep 30 '16</u>
ASSETS	
Checking/Savings	
1010000 · Chkg - WA Trust Bank	13,799.20
1020000 · Savings - APCU	21,574.16
1030000 · Chkg - APCU	113.01
1041000 · EmergencyFundCD#75-12mo	41,015.08
1410000 · C.D.#71 APCU 12 mo	32,359.61
1430000 · C.D.#73 APCU 12 mo	31,028.71
1460000 · C.D.#74 APCU 12mo	41,015.08
1470000 · C.D.#76APCU24moEmerFund	21,247.73
Total Checking/Savings	202,152.58
TOTAL ASSETS	202,152.58
LIABILITIES & EQUITY	
Liabilities	
2100000 · Payroll Liabilities	514.77
Total Liabilities	514.77
Equity	
3900000 · Net Assets	272,337.54
Net Income	-70,699.73
Total Equity	201,637.81
TOTAL LIABILITIES & EQUITY	202,152.58

weeks of hourly pay they are working extra hours every day for free, personality conflicts, and many more. One way we can help change that is by letting our National Officers know what we think the problem is.

How you can do that is by coming to Western States Conference April 20-22, 2017 in Seattle WA. Not only can you attend seminars like RCA duties and responsibilities, retirement, Thrift presentation (by a National Thrift Employee) legal, steward, officer duties, but you can also speak in person to National Officers. Washington States hosts it once every 11 years so this is your chance to get your opinion heard and ask answers from the top to your questions! All Washington members will need to register so we know how many to count on for food functions, however the \$65 registration fee will be refunded after Western States, as long as you attend it and sign in. Also, you need to register early because the \$20 late fee will not be refunded. Check out the flyer in this paper and call a Board member for more information. The program and dates/times will be posted on the warlca.com website soon!

Have you started a New Year's goals list yet? How about thinking about becoming a local steward or county officer? Even if you just take the time to read the NRLCA magazine and attend your county meeting, you will find that the information you receive will be worth the time spent. And for those currently serving as local stewards, ad hoc trainers, and county officers, a big thank you! You are appreciated!

Treasurer's Tidbits:

Open season is **November 14 to December 12**. This is for FEHB (Federal Employees Health Benefits), FEDVIP (Federal Employees Dental & Vision Insurance Program) and FSAFEDS (Federal Flexible Spending Account Program, which covers Health Care, Dependent Care, and Limited Expense Health Care Flexible Spending Account). What does that mean for you as a rural carrier?

1. Health Care: The U.S. Office of Personnel Management (OPM) announced that premiums for the 2017 Federal Employees Health Benefits (FEHB) Program will rise by an average of 4.4%. This is the time to compare your health insurance with RCBP. Some of the highlights were in the October 2016 issue of the NRLCA magazine, or go to NRLCA.org and click under "Departments", then "Insurance". Remember,

RCBP has the most cancer coverage of ANY Federal Health Insurance Plan.

2. Dental and Vision Insurance: Most of you know our health plans cover very little in dental and vision coverage. Now may be the time to check on Federal Dental and Vision Insurance at <https://www.opm.gov/healthcare-insurance/dental-vision/plan-information>

3. Flex Spending: This allows you to have a set amount taken out of your wages each pay period that you can use to cover the deductibles and out of pocket expenses of health care and dependent care, and the best part is that it uses PRE-TAX money.

For factual short videos about flexible spending, go to: <https://www.opm.gov/healthcare-insurance/open-season/presentations/>

Is your goal to retire someday, or work till you drop? We all laugh at that, but do YOU have a plan so you can retire someday? Most of us have trouble living on the money we earn now, so thinking about having less money is stressful. But you can do something about it right now that will change when and

how you retire. You probably already know that if you want any type of income in retirement, you had better be putting at least 5% into Thrift Savings. That way you earn the 5% match from the Post Office.

But did you know that you can put up to \$18,000 a year to your Thrift account, and if you are over 50, you can put in an additional \$6,000. So you say how can I afford that? Here are two ways that won't take away from your net income now!

1. On November 26, 2016 (PP25-2016) you will be receiving a 1.3% general wage increase. So increase your Thrift deduction by 2% and you won't be missing hardly any out of your check! Remember, you can put your thrift contributions into either investment that will allow you to not pay taxes on the contributions now, or not pay taxes when you take it out (Roth). That way you are paying yourself and not the government in taxes!

2. Check out when the date is on your next step increase (you will find it on your PS Form 50 on LiteBlue). Increase your thrift deduction at the same time.

Take it from someone who planned to work two more years but found out my back had different plans, start now! Always have a minimum of 5% deposited into you TSP to receive the maximum match!

"You probably already know that if you want any type of income in retirement, you had better be putting at least 5% into Thrift Savings."

#

During the first 10 years, slowly move it up to 10%. The last five years before retiring, set a goal for 15% to 25% into your Thrift. Because the more you put in now, the more you can relax at retirement knowing you have the money to enjoy it! It is up to you, don't count on the government or lottery. Go to the Thrift website for complete information and great videos at <https://www.tsp.gov/index.html>

Other worthwhile websites to get retirement information are:

NRLCA.org (check out NRLCA Vice President Ronnie Stutt's retirement article in the October issue of the National Rural Carrier Magazine).

<http://www.opm.gov/retirement-services/>

[calculators/federal-ball-park-estimator/
http://www.ssa.gov/planners/retire/](http://www.ssa.gov/planners/retire/)

I believe information is the key to our future. We have many decisions to make in life and those based on having updated and correct information are usually the best. Don't rely on social network, fellow co-workers, family, and friends to have the correct information. Seek it out yourself. Come to the Union meetings and ask the stewards. Go to the USPS, OPM, SSA, NRLCA, and WARLCA websites. Sign up for email updates. It is your future; it is up to you!

United in solidarity.



State Convention 2017

By Taralee Mohr, Region 1 Committeeperson

Due to unexpected circumstances, our Convention location has changed. We now have a new signed contract with Hilton Garden Inn in Everett. Convention dates are June 24 2017 through June 27 2017. On Saturday, June 24, we will be hosting a meet-and-greet PAC dessert auction, so please bring your treats. The meet-and-greet times are from 7 PM to 8:30 PM. Sunday, June 25 starts the Convention at 8:30 AM. There will be a recognition lunch buffet that all members and family are welcome to attend. Don't forget to register! Monday the 26, Convention will start at 8 AM. Lunch is on your own and dinner will be a buffet starting at 6:30 PM. Show up early for the no-host bar starting at 6 PM. Tuesday the 27, we will begin at 8 AM.

Room nights will be \$129 per night and food discount coupons will be made available when you check in.

The hotel offers:

Great American Grill, a casual restaurant serving American dishes and a children's menu. They will be open for breakfast 6 AM to 10 AM, and dinner 5 PM to 10 PM

Room service available during limited hours only.

Cozy snack bar and coffee shop serving light fare

and drinks.

24-hour fitness center complete with cardio and strength facilities.

Revitalizing indoor pool and spa tub.

Trendy lounge bar serving soothing drinks and light fare.

Complimentary high-speed wireless internet access.

Complimentary area shuttle service.

Rooms offer Wi-Fi, and in-room fax and printing capability. Your room will also have a hospitality

center that includes refrigerator, microwave, and coffee maker. Room upgrades are available.

Local attractions:

Tour the Naval Station Everett.

Learn a lot while at the Future of Flight.

Explore the Boeing Everett Factory.

Shop and dine along Everett Mall.

Traxx Indoor Raceway.

Seattle premium outlet mall.

Tulalip Casino.

Please bring PAC auction baskets and your money. We will have raffles, auctions, and games throughout the convention.

As always, any questions or concerns please con-

I have just a small goal to reach this year of \$20,000. I know we can do it.

tact me or any other Board member for assistance.

PAC

As always, I can't thank our members enough for what you contribute every year to PAC. Last year we ended with a state-high total of \$19,002. Special thanks to Dawn Ayers for her help as PAC Co-Chair.

Our PAC year starts every year on August 1 and ends July 31. We started this year off with a bang. At National Convention, our state was recognized for taking 9th place in the per capita division over all in the Nation. I know you're asking yourself, "what is per capita?" It's the total money collected divided by the total members we have. Also during National Convention, we had 100% participation amongst WARLCA members in attendance and that put us at 5th place in per capita during the convention itself.

As a state, we are currently sitting at \$7,248.82; that puts us in 9th place in the nation in overall funds collected. Our per capita is at \$3.92 per member; that puts us in 4th place in the nation.

I have just a small goal to reach this year of \$20,000. I know we can do it. So, let's get to the incentives. I have two room nights for State Convention that are going up for raffle. Tickets will be \$5 each or 5 tickets for \$20. Do you want to win \$100? Become a sustaining donor or increase your amount. You will be entered into a drawing for the \$100 Visa card. Just because we value our current sustaining donors, those that are already a donor, you get one entry into each drawing I'm doing for PAC.

Current Sustaining Donors

- | | |
|------------------------|-----------------------|
| 1. Ayers, DAWN | 16. Hemrich, JAMES |
| 2. Barrett, PAIGE | 17. Hill, KAREN |
| 3. Beaumont, MONYAH | 18. Hill, SUSIE |
| 4. Benson, LISA | 19. Johnson, SHAWN |
| 5. Bruns, DAWN | 20. Madison, SHARON |
| 6. Chamberlin, LAUREEN | 21. Mohr, TARALEE |
| 7. Eckrem, KURT | 22. Munn, CASSIDY |
| 8. Faulkner, MARIANN | 23. Patteson, JOYCE |
| 9. Fazzino, STELLA | 24. Pitts, PATRICK |
| 10. Folk, JAMES | 25. Pitts, RENEE' |
| 11. Frymire, JANICE | 26. Ray, DAVID |
| 12. Gale, LINDA | 27. Randall, TRICIA |
| 13. Granish, KRISTIAN | 28. Smith, CHRISTINA |
| 14. Hanson, LEVI | 29. Talavera, DOMINIC |
| 15. Hartshorn, MONTE | 30. Taylor, JEFFREY |
| | 31. Walla, JANIE |

PAC NEEDS

Our state is hosting Western States Conference and we need some high-ticket items that can be raffled off. Those that bring in items will receive gift credit and that will go towards your overall total for the year. Suggested items are gift cards, iPads, FitBits, and anything else you can think of will be greatly appreciated.

If you want to become a sustaining donor, please contact me and I will help walk you through the process.



Have You Met Stella Fazzino?

By Stella Fazzino, Region 2 Committeeperson

YOU=Awesome, ME=Grateful... I first want to thank all of those who came out to the 2016 WARLCA State Convention, and especially those who have supported in electing me, Stella Fazzino, as your new Region 2 Committeeperson. I am honored. In the hope of getting the chance to know all of you, I'd like to tell you about how I got here. You never know where life will take you. I have to say, when I walked into the Olym-

We, as rural carriers, really need to embrace our new craft members for retention.

pia Post Office 20 years ago and took an application to become a Christmas Casual, I had no idea of the incredible adventure I was about to embark upon. I had little babies at the time and only worked two seasons as a casual to provide a decent holiday for my family. I liked the work and as my kids grew older, I hoped for more, maybe even a career. The RCA who delivered my mail in Yelm saw that I was getting mail from the USPS,

struck up a conversation, and connected me to get a Casual Clerk job in Yelm, which led to TRC, then RCA. I have now been a rural carrier for over 18 years. As a carrier, I've been fortunate enough to be able to attend State Conventions and Western State Conferences. I've also had the opportunity to serve as a QWL team member in the Yelm office and as a PAC chair for Mutual Counties. Now as a State Board member, one of my responsibilities is to attend new hire orientations for RCAs and PTFs to seek enrollment of new members to our Association. It's been exciting and a great learning experience for me to remember how little information our new hires really have starting out. We, as rural carriers, really need to embrace our new craft members for retention. Some of them are given so much information, they can't even handle it all, some so little, that have trouble getting started, and worst of all is the misinfor-

mation. We truly are a rural family and this has reminded me how much we need to be there for our new carriers.

As for getting to know the real, imperfect, quirky, beautiful, weird, magical person I am outside of the post office, this lady mostly LOVES her family time. I am a wife of 22 years and mother of two amazing young adults. You might find me camping, bon-firing, pug-loving, hiking, crafting, road tripping, cooking, or shopping. If any of this is near the beach or a sunset, even better. Don't forget watching my football. GO HAWKS!

Serving on this Board has been a substantial event in my life and I appreciate the opportunity and trust that you, the members, have given me. I look forward to learning more about working on the Board and getting to know all of you.



Hello!

By Lorrie Crow, Region 3 Committeeperson

Hi, my name is Lorrie Crow and I am a Rural Letter Carrier. My journey with the postal service started in late 2007 as a TRC, right as the holiday season began. I spent most of my first five or six weeks on the route just praying that help would come soon, and that I didn't kill myself or anyone else in the meantime. After surviving that, around May of 2008, I took the test to become an RCA. It took Jill Howard almost a year to get me to my first county meeting. I was immediately hooked. It wasn't much longer after that Jill resigned as our local steward. I thought there were a lot of things happening in the office that didn't seem right, and no one else seemed interested in becoming the steward. So, like many others, I decided to hang the Form 10, and my journey as local steward began. Luckily, I have had great support, first from Cheri Freeman, and now from Joyce Patteson and Patrick Pitts.

After Cheri retired, the gal we convinced to step into the County President's position declined running a second time. So... of course, I decided what

the heck. Thankfully, Lauri Chamberlin joined me as the VP. We make a pretty good team, at least we try to. Luckily we have Bill Allen, our Secretary-Treasurer, to keep us on track. As many of you know, Levi Hanson was elected as our State President this year, leaving the position of RCP3 open. When I threw my hat in the arena for that position, I really wasn't sure if I had any chance at all of winning. Thankfully, I have been given yet another opportunity

I never would have guessed I would have found not only a career, but a second family in the process.

and privilege to serve this great organization and its members. I was looking for a simple part time job back in 2007. I never would have guessed I would have found not only a career, but a second family in the process.

One of my first assignments as RCP was to do an interview with one of our retired family members, Dale Walston. What a joy it has been getting to know him. He turned 99 this year on September 1. During my first visit, he told me that "after 99 years, the brain is wearing out". Dale is a World War II vet, he served in the Army, and was stationed in San Fran-

cisco, Australia, New Guinea, and the Philippines. After the war, he met and married the love of his life, Margret, in 1950. They had been married for 62 years when she passed. His face still lights up when he talks about her.

Both Dale and Margret come from postal families. Margret's father was a postmaster and her uncle, a railway clerk. Dale's father and brother were also carriers, and I think his cousin was a railway clerk as well. The dates are a little fuzzy, but he worked on both a "walking route" and then a "driving route". He just got tired of doing all that walking, and wanted to do some driving. For those who are familiar with Colville, he retired from RR1. It was about three years ago that Levi Hanson had the privilege of presenting him with a 50-year membership longevity plaque.

I asked Dale if he had any advice for up and coming carriers, He said, "get the insurance". I of course had to ask if he thought he would still be with us for his 100th birthday. He said he was a little tired and really bored. I asked him if he thought he would want to work as an RCA, we are in need after all.

Dale thought that would be great, but didn't think they would let him drive. I have visited with Dale several times since our first interview and plan to continue doing so. I could probably fill another page with facts and details about Dale and his family, but... what I have taken away



from this experience is that our retirees, whether active or not, are still part of this family we call the NRLCA. There is so much we can learn from them, and them from us. I encourage all of us to reach out and say "hello" to someone in your area. I promise you won't be disappointed.

Honoring our retirees, Dale Walston, a WWII vet, rural carrier retiree, and 50+ year member of the WARLCA.



Meet Paige!

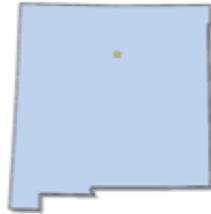
By Paige Barrett, Region 4 Committeeperson

I have worked for the Post Office for 27 years. I got involved with the Union maybe 20 years ago? I didn't have any dreams of holding office in any way. Some years went by before it came to a meeting where I had been elected to vice president. I was told I just had to take over the meeting if the president couldn't make it. But don't sweat it, there will be others who will be at the meeting to help you through it. "Ok, no big deal", I thought! In the next two terms, I believe I only led one meeting. I watched how it was done by the president. Then came the meeting where that president turned around and nominated ME for the next president. "OK, sure." What I had seen her do wasn't too hard. I could do this. And so, I bounced back and forth between the office of county president and vice president for several terms. This last time around, I was elected to be the secretary-treasurer. But I had no clue what I was supposed to do other than be at the meeting. Instructions were

never given. I simply knew that as president, I was to lead the meeting. As vice president, I was to lead the meeting if the president wasn't there. I knew the secretary had the most important job because no one wanted to run for that position! And we didn't see a need to let her go. She did an awesome job for us. But that was it, wasn't it? I didn't know there was anything else that we need to do as an officer.

This seemed to be the way most county officers saw the position they held. The Board recognized this and decided to offer a class this past summer to help the officers understand a bit more about what the position was about, and how the officers could support one another as well as learn about some other fun topics that could be put into play. But the biggest learning that needed to take place was how to file each county's LM report.

On July 21, 2016, nearly all the county officers gathered in Tukwila for a first-ever county officer's



2017 WESTERN STATES CONFERENCE SEATTLE WASHINGTON

DATE: April 20 - 22, 2017 (Thursday afternoon through Saturday)
NOTE: New This Year -- We will have an Elected and Appointed State Officers Training provided by NRLCA starting at 2 PM until 5 PM on Thursday, April 20, 2017. All Welcomed!

LOCATION: DoubleTree Suites by Hilton Hotel Seattle Airport - Southcenter
16500 Southcenter Parkway, Seattle, Washington, 98188-3388 (SEA-TAC Airport)

Room Rates: The room rates are \$119.00 nightly, Double Queen or Single King Bed (up to 4 guests per room) if reserved by April 6, 2017. Phone: (206) 575 - 8220 or 1-800-222-8733 and ask for Group Code WRL. Make your reservations early before block is full. Rates are good 3 days prior to/after the Conference. These suites have a couch that makes into a bed, coffee makers, refrigerators and free Wi-Fi. Two complimentary breakfast buffet vouchers with room, additional vouchers available for purchase at \$12 each (regular price \$16.95). Free airport shuttle. Free parking for all attendees. Southcenter Mall right across the street and plenty of restaurants and eateries within walking distance.

Conference Registration:

	Number	TOTAL
Registration Fee (Cost is \$85 after April 1) \$65	X _____	\$ _____
Includes all Breaks, Thursday Night Social, Full Lunch Buffet on Friday, and all seminars/meetings		

Please Print: TOTAL ENCLOSED \$ _____

Name: _____

Address: _____

City/State/Zip: _____

Phone #: _____ Email: _____

ENCLOSE CHECK (Payable to WARLCA) Add late fee of \$20 if mailed after April 1.
MAIL BY APRIL 1 TO: WARLCA, 2811 N Chase Rd, Liberty Lake, WA 99019-5002.
Questions: Call Becky Wendlandt at (509)710-7840 or email: warlca@gmail.com

More Information at WARLCA.com under Meetings – then upcoming meetings

training. It was there that Becky Wendlandt, along with Carolyn Treibenbach, Doug Rinehart, Levi Hanson, and Jim Hemrich, who are long-time county secretaries and already knew what she was going to teach us, guided us through the process of filling out our LM report online and submitting it. The secretaries also learned a lot from Becky and Stella Fazzino as to how to design and mail out the county meeting notices. One thing that the current Board did decide upon is that all counties will receive the other counties' meeting notices to gain ideas to incorporate in their meeting notices. If the secretary has notified Becky, then the notice will go to either the president or vice president. It is their choice.

Kurt Eckrem and Janie Walla taught us regarding the legislative aspect, what the hot topics are right now for the post office and how to get involved. Some important topics include preserving 6-day delivery and House Resolution 54, which would restore the previous service standards for our customers as well as prefunding retiree health benefits for the future retirees. They also provided the county officers with the current names and addresses of the Senators and District Representatives. That will be changing with the election this coming week. Look up on the WARLCA webpage to get updated information there following the elections.

Taralee Mohr taught us some ideas about promoting PAC and how to make PAC exciting to be involved with. The first step in that comes with helping the officers understand what PAC is and how it helps. She also taught us about effective member recruitment. Tara has taught all the Board how to recruit. This is important, as we go to Orientations and talk to the new RCAs about the benefits of joining the Union. Understanding all the benefits we have available is a key component.

After an RCA comes on board to the rural family, our goal is to get them involved. But we also need to get those who have been a part of the Union for a long time but for one reason or another, don't participate much to be involved as well. Stella Fazzino spoke about designing catchy meeting notices to draw members to the county meeting, Lorrie Crow spoke about making personal phone calls to members a few days prior to the upcoming meeting, and I presented a variety of ice breakers to start a meeting off on a fun note.

A wrap on the training was in presentation on

when meeting notices need to be sent to Becky to be mailed in a timely manner, conducting an effective meeting, and how to prepare and present resolutions and constitution changes; the elections process presented by Becky Wendlandt, Jeff Taylor, and Colleen Headley-Lalande.

Feedback that was received from the officers indicated that this was time well spent and very informative. I know that I walked away from the training with a better understanding of what I need to do in the future. Thank you to the Board for offering this valuable training!

DO YOU HAVE "THE RIGHT" AUTO INSURANCE FOR YOUR JOB?

I was having one of those days where everything just seemed to be falling into place. There were not many parcels, the mail volume was light, and to top it all off, the weather was perfect. I was certain that I was going to get off early and I was planning what I could get done that I hadn't had the time to do lately.

Then out of blue, my perfect day was shattered. A customer backed out of the driveway and didn't even look to see if anyone was coming. I saw he was going

"National General is the only auto insurance that the NRLCA has recommended since 1953."

to hit me and there wasn't anything I was going to be able to do to avoid it. I made a snap decision to at least minimize the damage to my vehicle as best I could, I swerved and hit the

fire hydrant and yet that inevitable CRUNCH and BANG still happened.

I have heard the countless safety talks about preventing driving accidents on the route. I have been told and have memorized that "every accident is preventable". In my mind, as I replayed this turn of events, I wondered how this could have been prevented. Then, I wondered if I still have a job!

I secured the mail and the scene, called the police and my postmaster to come out and got the other driver's statement. I did not move my vehicle until the police officer instructed me to. And I remembered not to admit fault to the accident in any way!

I had done my part as well by insuring my vehicle. After all had been investigated by the police department, public works had come to shut off water to the hydrant so it could be fixed, and my postmaster had gone over the mountains of paperwork with me, I was left with the awful task of calling my insurance provider.

My phone call went like this: "While I was at work today, a customer backed out of his driveway

like a mad man. I saw he was coming, there was no way around it. I swerved to minimize the damage, but I ran into the fire hydrant and he ended up hitting me anyway. I need to file a claim now." My agent quietly said on the other end, "I am so sorry to hear that you have had such a bad day. Did you say this happened while you were at work? What type of work do you do?" I replied, "Yes, it happened while I was delivering the mail today. Oh, and I forgot to mention that the hydrant is covered under the Federal Tort Claims Act". The next words proved to me that my world could shatter even more. "Oh we don't handle the Federal Tort Claims Act and furthermore, we are not going to be able to help you with this claim. You did not tell us you were using this vehicle to deliver mail out of and we don't cover that with the policy you have. You needed to have a commercial policy on that vehicle." I was shocked, but said, "You knew I work for the Post Office and you never told me that before!" "I am sorry," the agent continued, "But your vehicle is not covered under your policy to use for business purposes. I regret to inform you that due to your lack of full disclosure, we are not going to insure any of your other vehicles

after the end of this month. Again, I am sorry. Have a good day."

National General is the only auto insurance that the NRLCA has recommended since 1953. They KNOW the complexities of rural delivery and they are also well-versed with the Federal Tort Claims Act. If you are unfamiliar with the Federal Tort Claims Act, it guarantees liability coverage for bodily injury and property damage if a federal employee is involved in an automobile accident in the line of duty. This means that, while on your route, you are protected by the U.S. Government against damages for which you could be held liable, so there's no need to pay higher rates typical for commercial use coverage. National General offers insurance for more than just your route vehicle. They offer home, renters, boat, RV, motorcycle, and umbrella policies as well. You can have National General on your side even if you have been assigned an LLV for your route. Call them today to get a free, no-obligation quote to see what they can offer you. The peace of mind knowing that you have a company that will not leave you if you ever do get in an accident is well worth it!

Call today for your free quote, 1-888-325-7727.



Take Your DPS and GET OUT!

By Monte Hartshorn, Portland District Representative
(Representing the members of Lower Columbia)

Christmas is coming and the parcels are already here. It was a busy political season and now the parcels are continuing to build, so we are all working more hours. Management is well aware that the Christmas Overtime Period begins on December 3 and believes that they must "control" rural work hours. The quick and easy way to control a rural carrier's hours is to just say: "Take your DPS to the street". We are hearing that phrase more and more. So, what are the rules about management requiring us to take DPS to the street?

A Step 3 Grievance was filed against both the Portland (2009) and Seattle (2010) Districts. Both grievances were settled by our Executive Committee-man Don Maston with identical language. The stated

issue was: "...whether or not management can require a rural carrier to take DPS directly to the street solely because they will exceed their scheduled leaving time by 20 minutes". Local management is still using the written leaving time on our PS 4240 to require rural carriers to take DPS to the street. The belief is if we get out of

"Rural carriers may case DPS mail in accordance with Part 150 of the Handbook PO 603,"

the office earlier, we will only take the same amount of time on the street and thus be back earlier. However, we all know that working multiple bundles adds time to complete our

route. In addition, we must hold management to making sure that any carrier who provides their own vehicle (POV), are safe in working DPS trays out of their vehicle. The Step 3 decision that was reached makes it clear that management may not base their

decision to require us to take DPS to the street by the 20-minute requirement.

“Rural carriers may case DPS mail in accordance with Part 150 of the Handbook PO 603. The carrier may leave late, but not so significantly as to cause delays in the customers’ anticipated delivery window. In addition, carriers who cannot return to the office as scheduled, or who cannot, on a consistent basis, meet the overall evaluation of the route may be required to take their DPS directly to the street without casing.”

So, we see that the main concerns that can lead to a requirement to take DPS to the street are when we miss dispatch, miss our customers’ anticipated delivery window, exhibit time-wasting practices, or work over our **weekly** evaluation consistently over a period of time. Unfortunately, we have been seeing management issue instructions based on a day by day basis, by a two-week period where the regular and the relief’s hours were co-mingled, or where the office is on the “vital few” list. None of these criteria are proper, nor are they within the Step 3 agreement or the Step 4 signed on February 3, 2011 (Class Action: Golden Colorado, E00R-4E-C08352640). The Step 4 echoes the same language signed by Mr. Maston but goes further to state that the delivery of Express Mail may not be the sole reason for requiring the Rural Carrier to take DPS to the street.

Before management requires rural carriers to take DPS to the street, they should address any time-wasting practices in the office or on the street. Is the route laid out efficiently? Is the carrier following the line of travel? Is the carrier away from their case on personal business (and not accurately recording time in the lunch column on the PS 4240)? Are we making multiple trips to get letters or flats? If there are time-wasting practices, after addressing those issues, management should wait to see if the practices are stopped and what effect that has upon the time it

takes for the rural carrier to do the route.

If a carrier has numerous customer complaints about late mail, several missed dispatches, or is working consistently over their weekly evaluation over a period of time (the Union rule of thumb is one quarter; three months), then management may have grounds to require us to take DPS to the street. If/when a rural carrier is required by management to take DPS to the street, it is important that they follow the instruction by management. Then, the carrier may contact their steward/representative to discuss the matter and if the carrier desires, file a grievance.

The weekly evaluated time for a parcel is 20 seconds of office time and 10 seconds of street time. Several years ago, the time standard for parcels was only 20 seconds, and like most of the time standards we are under, was negotiated. It was based upon a mix of parcels that would fit in the mailbox and how often we had to go to the house to deliver. With a large increase in slotted (locked) mail boxes and larger parcels, we are delivering to the house more often. This is taking more and more time, and hence, is putting pressure on our weekly route times.

It is important that we accurately mark any time we are taking for lunch or breaks (not restroom). Even if it is just two or three minutes to run into a store and get something, it must be noted. Especially with the new scanners that are sending “bread crumbs” every second, management can easily look on their RIMMS report and see where we are. Also, any unusual circumstances that take time on the route should be noted in the comment section on our PS 4240 sheet. Taking care to accurately report our times can help in determining if management is going to have any cause to require us to take DPS to the street.

Remember: Ignorance may be bliss, but it will cost you!



Christmas Pay Procedures

By Patrick Pitts, Seattle/Alaska District Representative

Happy Holidays! What a wonderful time of year to be a rural mail carrier, both regular and relief. Yes, there will be mountains of mail, both personal and business, and yes, it is anticipated there will be a

double-digit growth in the volume of parcels, but the joy of pulling up to a home on your route and seeing a bright young face peering through the window, eagerly anticipating the treasured item about to be de-

livered, is hard to describe, but is among the fondest moments of my career with the Postal Service.

The 2016 Christmas period for rural carriers begins Saturday, December 3, 2016 and ends as specified in the Employer’s Christmas Postal Bulletin (Article 9.2.K.1). The end of the Christmas period identified in the Postal Bulletin is Friday, December 23, 2016. During this period, certain timekeeping and pay rules apply and rural craft employees should become familiar with Article 9.2.K of the National Agreement, and the wealth of information related to Christmas pay procedures available on the NRLCA website.

While FLSA (Fair Labor Standards Act) overtime, payment at the overtime rate for hours worked in excess of 12 hours/day or 56 hours/week, is payable throughout the year, Christmas overtime is only payable during the Christmas period. During the designated period, regular carriers are paid Christmas overtime under two circumstances. The first is when a regular carrier provides Christmas assistance on their route. If a regular carrier provides assistance on his/her route, on his/her relief day, those hours are entered in the “Xmas Assist Work Hours” block on PS Form 1314 but those hours are not included in the “Actual Weekly Hours” block. The second is when a carrier exceeds the weekly evaluated hours on his/her route. Be mindful, this is specific to the weekly evaluated hours of the route, not the daily hours. A carrier may exceed the daily evaluated hours of the route and might not be entitled to overtime compensation. During the Christmas period, a regular carrier who exceeds the weekly evaluated hours of the route is paid at the overtime rate for all hours in excess of the weekly evaluation.

The overtime rate for regular carriers (those covered under Section 7(b)(2) of the Fair Labor Standards Act in accordance with Article 9.2.A) is 150% of the carrier’s regular rate. Rural Carrier Associates (RCA, Designation 74, 78, and 79), Rural Carrier Reliefs (RCR, Designation 75), and Part-time Flexible Rural Carriers (PTF, Designation 76) are only entitled to FLSA overtime. FLSA overtime is paid for hours worked in excess of 40 in a week.

For those replacement carriers serving an auxiliary route, compensation is provided at the hourly rate for actual hours worked during the Christmas period and are not paid based on the evaluation of the route. Overtime is paid only when the carrier exceeds 40

hours for the week.

There is no provision for paying a regular carrier for performing service on a Sunday, an actual holiday, or on a route other than their assigned route. As mentioned earlier, regular carriers can provide auxiliary assistance during the Christmas period, but only on their relief day, and only on their own route, and will be compensated at the overtime rate when doing so.

As always, rural craft employees should become familiar with the pay provisions that apply during the Christmas period to ensure they are being compensated correctly. Additional information concerning holiday pay procedures and the Christmas period is available on the “What’s New” page of the NRLCA website (nrlca.org) and is normally printed in the December issue of the National Rural Letter Carrier magazine.

Guarantee Period and X Days

During the period that starts with the beginning of the guarantee period (October 15, 2016) through the end of the designated Christmas period (December 23, 2016), a regular rural carrier who works their relief day and is entitled to an X day, MUST be given the X day (as scheduled by the Employer) within the same pay period in which the relief day was worked. If the X day is not taken within the same pay period, the carrier will be compensated for the day (100% of the carrier’s daily rate of pay) in lieu of the X day. (See Article 9.2.C.5.j)

Regular rural carriers (and managers responsible for scheduling) are prohibited from scheduling a previously earned X day (an X day earned prior to October 15, 2016) until after the end of the Christmas period (December 23, 2016). This period (from the start of the guarantee period thru the end of the Christmas period) is not included when counting the twelve (12) weeks in which an X day must be received.

Holidays Observed

This year, both Christmas and New Year’s Day fall on a Sunday. Article 11, Section 2 states in relevant part “When a holiday falls on a Sunday, the following Monday shall be observed as the holiday.” The section goes on to say “When a holiday falls on the relief day ... the carrier shall be granted the preceding work day as the designated holiday.” For all, the Christmas holiday will be observed on Monday, December 26, and for those of you with a Monday relief day, your designated holiday will be Saturday, December 23.

“... Christmas overtime is only payable during the Christmas period. During the designated period, regular carriers are paid Christmas overtime under two circumstances.”

#

Keep in mind, when the primary leave replacement is unavailable on the carrier's designated holiday, and other leave replacements are unavailable (Article 30.2.D), the regular carrier may be scheduled to work their designated holiday. A regular carrier required to work on a designated holiday receives their daily rate of pay in addition to the holiday leave

pay. A regular carrier required to work their designated Christmas holiday will receive one and one-half (1 ½) times their daily rate of pay in addition to the holiday leave pay.

Happy Holidays! My very best wishes to you and all those you hold dear, for a joyous holiday season and all the best the New Year has to offer.

Letters to the Editor

After many days of reflecting on the Local Steward article in the last WRC, I find it necessary to write a letter to express my displeasure with what was written. As a local Steward, it is my job to ensure that no work is done off the clock, so when an article is written and approved by our State Board about local stewards that depicts them working at home and off the clock, it causes me great concern. This was an effort, I am assuming, to recruit local stewards and in no way did this reflect the views of our National Steward System that trains us to fight against these exact issues. Sure, it is sometimes a thankless job but it also has its rewards as well and no Steward should ever be encouraged to work at home or off the clock. I feel it was irresponsible of our State Board to allow such an article to be published. I am disappointed as some the goals of our Board is member education and advocacy. This article, in no way, properly educates or correctly advocates for our members of the WARLCA.

Sincerely disappointed,

Dawn Ayers, concerned union member.

Opinion pieces may be submitted to the Editor of the *Washington Rural Carrier*. The preferred method of submission is via email to warlcaeditor@outlook.com. The WARLCA Board reserves the right to edit or omit copy, to keep in compliance with policies and to conform to space restraints. Letters must be accompanied with the author's name, address, and phone number. Letters will only be printed from verified NRLCA members. Submission does not guarantee that the article will be published. If printed, only the author's name will accompany the article. The views and opinions expressed in such letters do not necessarily reflect the views or policies of the Association.

Hey Rural Carriers

Are you interested in legislative issues that affect the Post Office and the Rural Craft?

Do you want to have a way to share that information with your fellow County Unit members?

The WARLCA County Units are looking for members who would be interested in keeping up with what's going on in Congress and at the local level on issues that impact our jobs, and are willing to report that information back to the members at the County Unit meetings.

Each County Unit can appoint its own **Legislative Liaison**, who will

- * keep track of legislation introduced in the Senate and the House of Representatives that will impact how the Post Office does business
- * let members know of opportunities to meet their representatives
- * encourage members to write, call, and email their representatives with questions and concerns on postal issues
- * give a report at each County meeting to keep members up to date

For more information, contact WARLCA Vice President and Legislative Director Kurt Eckrem at (425) 760-6879 or warlcavicepresident@gmail.com

Local Stewards

Laura Aries, Langley
 Dawn Ayers, Sumner
 Paige Barrett, Grandview
 Kathy Beebe, Vancouver
 Kimberly Burress, Bow
 Laureen Chamberlin, Newport
 Lorrie Crow, Colville
 Beverly Crow, Richland
 Tammy Donaghue, Wenatchee
 Kurt Eckrem, Marysville
 James Folk, Yelm
 Janice Frymire, Snohomish
 Kristian Granish, Olympia
 Kelly Hamilton, Carnation
 Levi Hanson, Nine Mile Falls
 Elisabeth Havekost, Silverdale
 Karen Hill, Woodinville
 Shawn Johnson, Vashon
 Maureen Kamienski, North Bend
 Janelle Mee, Brush Prairie

**THANK
 YOU,
 STEWARDS!**

Taralee Mohr, Lake Stevens
 Cassidy Munn, Rockford
 Corina O'day, Puyallup, South Hill
 Tamara Packard, Bellingham
 Joyce Patteson, Yakima
 Alicia Peterson, Eatonville
 Mary Petry, Coupeville
 David Ray, Auburn
 Victoria Santos, Woodland
 Bonnie Salzman, Graham
 Dominic Talavera, Oak Harbor
 Jeffrey Taylor, Greenacres
 Debbie Thompson, Chewelah
 Carolyn Triebenbach, Sequim
 Trina Vermilyea, Castle Rock
 Steven Vocke, Olympia
 Janie Walla, Marysville, Carrier Annex
 Susan (Diane) Way, Mount Vernon
 Donna White-McKay, Arlington

*Please note that this list may or may not be complete and/or accurate. The currently active stewards are ever-changing, as new stewards are elected and certified. This list is complete as of print.

Open Season 2016!

Open Season is now here! It began on Monday, Nov 14 and will remain open until December 12 2016. This will be your only opportunity to change/enroll (except in cases of a qualifying life event) in many of the benefits offered to you as postal employees. Those benefits include FEHB (Federal Employees Health Benefits), FEDVIP (Federal Employees Dental & Vision Insurance Program), and FSA (Flexible Spending Account). You'll notice that you no longer receive the plan booklets detailing coverage in the mail. All this information is now made available online. There are many resources available to you to help you decide on which of the vast health benefits would be best for you and your family. Now may also be a good time to review your TSP (Thrift Savings Plan). Here is a list of some of the information available to you:

- liteblue.usps.gov/openseason18
- www.opm.gov/healthcare-insurance/open-season
- www.benefeds.com
- www.fsafeds.com/
- tsp.gov

All benefit and plan elections for active employees must be made via PostalEase on liteblue.usps.gov

WARLCA 2017 STATE CONVENTION REGISTRATION

June 24, 25, & 26 2017

**Hilton Garden Inn- North Seattle/ Everett
8401 Paine Field Blvd, Mukilteo WA 98275**

Room Rates under Washington Rural Letter Carrier special rate: \$129

Call 425 423 9000 --- ROOM RESERVATION DEADLINE IS JUNE 2, 2017

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Hilton Garden Inn. Yes/No? _____ # of nights _____ Under What Name? _____

Post office where you work: _____ Will you be using ferry or tolls to drive to convention? Yes/No? _____

County Unit you are from: _____ 17/18 County Officer? _____ If Yes, What Position? _____

There is a **\$75.00 fee per delegate for registration**; however the fee will be waived for **any one** of the following three:

1. If staying at the Hilton Garden Inn – North Seattle/ Everett for **2 nights**
2. If staying at the Hilton Garden Inn – North Seattle/ Everett for **1 night and purchasing either lunch or dinner.**
3. If **purchasing both lunch and dinner.**

Saturday, June 24: Meet and Greet Dessert Auction -7 PM to 8:30 PM All are Welcome

Cost \$5.00 (under 2 free) Beverage service provided #attending _____ \$ _____

Bring your favorite homemade or store bought dessert to be auctioned off to benefit PAC.

Dessert donations count towards PAC.

Donating dessert item? YES or NO

Sunday June 25: FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timers to Convention Meeting at 8 AM (free) #attending _____

County Officers Recognition Lunch Buffet Noon to 1:30. All are welcome

Free to newly elected and pre-registered 2017-2018 Presidents, Vice Presidents, Secretary/Treasurers, and 2017-2018 appointed and pre-registered County Liaisons and PAC Chairs.

Cost to others \$20 #attending free _____ # attending paying _____ \$ _____

Monday June 26: Monday Buffet Dinner 6:30 PM: SECOND DAY OF CONVENTION STARTS AT 8AM

Buffet with Entertainment. No host Bar at 6:00 PM -- Buffet starts at 6:30 PM.

Cost \$40.00 #attending _____ \$ _____

Tuesday June 27: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

CHECK HERE IF NOT ATTENDING FULL CONVENTION (If checked you will not receive a delegate check) _____

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS DUE TO ALLERGIES: _____

(Please also contact Tara Mohr at taralee101@yahoo.com with your request)

Make **Checks** Payable to: **WARLCA** and send to **2811 N Chase Ln., Liberty Lake WA 99019-5002**

Payment must be sent with registration **AND MUST BE RECEIVED BY June 2, 2017 TO AVOID ADDITIONAL \$25 LATE FEE.** If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, **no refunds after June 10th, 2017, until after convention and approved by board since we have to guarantee total number of meals ahead of time.**

NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Local Steward Election Call

A Local Steward Election is called for the _____ Post Office.

**This election will be held on _____
at _____**

Location _____

**THIS NOTICE MUST BE POSTED AT LEAST 15 DAYS
PRIOR TO THE ELECTION DATE**

Date of Posting _____

In accordance with the Constitution of the National Rural Letter Carriers' Association Article IX, Section 7, this notice hereby constitutes written notification to all NRLCA members that an election shall be held for the position of a Local Steward in their office. Failure of members to exercise this right will result in the local office being assigned representation in accordance with the Constitution of the National Rural Letter Carriers' Association.

The selection of a Local Steward should be in accordance with democratic procedures. To become a steward, a rural carrier must be a member of the National Rural Letter Carriers' Association. Local Steward Elections will be conducted in the month of July of every fourth year (i.e.; 2008, 2012, 2016 etc.) unless the incumbent Local Steward is unopposed. The Steward shall serve until a successor is elected and certified or until he or she resigns. An election may be called any time the position is vacant, or when two-thirds of the members submit a petition to the District Representative for approval a Local Steward may be re-elected to the position. Written notification to all NRLCA members shall be given at least 15 days before the date of the election. A majority vote of those NRLCA members voting is required for an election. When there is more than one (1) Local Steward at an installation, including stations and/or branches, a Chief Steward will be elected by the NRLCA members of said office.
Re: Article IX Sections 7.B.1, 2, & 3 of the NRLCA Constitution

Nominations will be accepted at the time of election and any dues paying members of the National Rural Letter Carriers' Association can announce his/her intention to be a candidate by signing below:

1. _____
2. _____
3. _____
(Print name)

1. _____
2. _____
3. _____
(Sign name)

Application for Steward Certification NATIONAL RURAL LETTER CARRIERS' ASSOCIATION



Date _____ Post Office (MAIN) _____
 Station or Branch _____ Finance Number _____
 Postmaster/Station Manager's Name (LFM) _____
 Mailing Address of Post Office _____ State _____ Zip Code _____
 Number of Rural Routes at this Office _____ PO Phone _____ PO Fax _____
 Name of Rural Carrier Steward (LFM) _____
 Employee ID Number _____ Home Phone _____
 Steward Phone _____ Cell Phone _____ Fax _____
 Mailing Address _____
 City _____ State _____ Zip Code _____
 e-mail _____

This is to certify that the above named rural carrier has been elected as the RURAL CARRIER STEWARD to represent the rural letter carrier craft of employees in labor-management relations at the above named Post Office. It is understood that this representative upon successful completion of the NRLCA Training Course will be certified in accordance with Article IX Section 4.B.3 and 4 of the NRLCA Constitution. This representative will serve until; the next called election, the position becomes vacant, the incumbent Local Steward retires, or when two-thirds of the members submit a petition to conduct a steward election to the District Representative for approval in accordance with Article IX Section 7.B.1 of the NRLCA Constitution.

Signatures of those appearing below confirm the selection of the above named rural carrier as Local Steward for the rural carrier craft. ONLY DUES PAYING MEMBERS IN GOOD STANDING ARE ELIGIBLE TO SIGN BELOW OR BE SELECTED AS STEWARD.

Signatures of Rural Carriers ¹

Route No. ²	REGULAR	LEAVE REPLACEMENT
1	_____	_____
2	_____	_____
3	_____	_____
4	_____	_____
5	_____	_____
6	_____	_____
7	_____	_____
8	_____	_____
9	_____	_____
10	_____	_____

¹ If additional space for signatures is needed, attach a separate sheet.
² Indicate Vacant Routes.

I accept the responsibilities of the position of steward for the rural carrier craft for the above Post Office.

Signature of Steward

Print Name of Steward

District Representative Use Only - Do Not Write In This Space

Date Trained / Certified _____

Date PM / Steward Notified _____

Signature of District Representative
The affixing of the signature of the District Representative will serve to validate this document



Where Service Begins With a Smile

**APPLICATION FORM
FOR MEMBERSHIP IN THE
WASHINGTON RURAL LETTER CARRIERS' AND
NATIONAL RURAL LETTER CARRIERS' ASSOCIATIONS
DUES YEAR 2016/2017**

NAME: _____

ADDRESS: _____

CITY: _____ **STATE:** _____ **ZIP:** _____

POST OFFICE WHERE EMPLOYED: _____

HOME/CELL TELEPHONE NUMBER: _____

DUES YEAR RUNS FROM JULY 1, 2016 TO JUNE 30, 2017:

_____ **REGULAR CARRIER (71) PTF (76) \$666.00 YEAR / \$25.62 A PAY PERIOD**

_____ **RELIEF CARRIER*(70-5,73,74,75,78&79) \$235.00 YEAR / \$9.04 A PAY PERIOD**

_____ **RETIREE \$81.00 YEAR OR \$6.75 A MONTH.**

***IF YOU DO NOT WORK IN A PAY PERIOD YOU DO NOT HAVE TO PAY DUES WHEN ON DUES WITHHOLDING.**

**COMPLETE THE BACK SIDE OF THIS
FORM, SIGN IT, AND SEND TO:**

**WARLCA STATE SECRETARY
2811 N CHASE LN
LIBERTY LAKE WA 99019-5002
Phone: (509) 710 7840
E Mail: WARLCA@Gmail.com**

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

Revised 10/2016
NRLCA Form 1187
2006

(USPS EMPLOYEE ID NUMBER)

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

LAST NAME

FIRST NAME

MI

MAILING ADDRESS	CITY	STATE	ZIP CODE
-----------------	------	-------	----------

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 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 deductible under other provisions of the Internal Revenue Code.

SIGNATURE OF EMPLOYEE	DATE	PHONE
-----------------------	------	-------

SECTION B - FOR USE BY STATE EMPLOYEE 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 \$9.04 Relief per pay period.
\$25.62 Regular

LOC. #	STATE
	<input type="text"/> W <input type="text"/> A
DATE	REMIT #

STATE SECRETARY

SECTION C - FOR USE BY THE NATIONAL ORGANIZATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE →

Once completed, send to WARLCA Secretary-Treasurer at

Rebecca Wendlant
2811 N Chase Ln
Liberty Lake WA 99019-5002

50012





R.A.F.T.

Throw your friend a life preserver!

Recruit A Friend Today!



RECRUIT A REGULAR NON UNION MEMBER AND RECEIVE \$50.00

RECRUIT A NON UNION R.C.A AND RECEIVE \$15.00

THE NEW UNION MEMBER WILL RECEIVE THEIR

FIRST THREE MONTHS OF MEMBERSHIP FREE!

IT IS A WIN, WIN!

New member must complete a Form 1187 Dues Withholding Authorization form and stay on the USPS employment roles for a period of 3 months after the Form 1187 is processed.

The newly recruited member will receive 3 free months of membership before his/her Form 1187 is sent to the USPS for processing.

Contact your Region Committeeperson with any questions.



WARLCA Membership Statistics



*In fond remembrance of the
following rural carriers who have
left us:*

*Donald L Emerson
Rosemary L Gallagher
Raymond B Goozey
Margaret E Patrick
Janice Y Riggs*

*The WARLCA Board wishes to
thank them for their dedication to
our Union and the Rural Craft.*

Member Totals by Class		Nonmember Totals by Class	
Regular	998	71 - Regular	196
PTF	6	74 - RCA VAC RT	4
Retired	253	76 - PTF	1
Associate	1	78 - RCA	274
RCA	674	79 - RCA AUX RT	12
Retired Associate	1	Total	487
Recently Retired	12	<i>Loss of potential annual</i>	
Cash-Paid	29	<i>revenue from nonmembers:</i>	
Total	1974		\$198,956.16

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
ADAMS	HAROLD	W	50	3/19/1999
ANDERSON	VERN	N	50	8/28/1998
BACCUS	JOHN	W	50	8/28/1998
BELLING	WILLIAM	G	50	3/29/2012
BENNER	HARRY	D	50	3/19/1999
CLIZER	RALPH	B	50	4/11/2003
CROFOOT	JAMES	R	50	8/28/1998
EVANS	CLAYTON	M	50	3/29/2012
FEARS	JOSEPH	R	50	4/8/2004
FISHER	GEORGE	E	50	8/28/1998
LYNN	JOEL	W	50	4/11/2003
MACKEY	MICHAEL	E	50/60	7/8/2016
MATHISON	VICTOR	J	50	8/28/1998
PATTERSON	HOWARD	W	50	4/8/2004
PETERSON	ALLEN	J	50	8/28/1998
RENTZ	WILLIE	F	50	4/11/2003
ROBINSON	EDWARD	C	50	3/17/2004
TANGUY	WALTER	H	50/60/70	2/26/2008
THOMAS	JEAN	F	50	3/17/2004
UKOSKI	EVERETT	P	50	10/8/1998
WALSTON	DALE	L	50	12/4/2013
WAPLES	DARRELL		50	8/28/1998
WODAEGE	MARIE	M	50	4/8/2004
WOODS	ARTHUR	L	50	8/28/1998

Congratulations Retirees!

BOURASAW, JANIE	BURLINGTON
COLLEY, DOROTHY	OLYMPIA
GALE, LINDA	BELLINGHAM
GONZALEZ, JUAN	BELLINGHAM
JAMES, DENIS	FERNDAL
LA COURSIERE, DENISE	MARYSVILLE
PRINGLE, PAMELA	SUMNER
SHERRY, LOLA	VASHON
SHUTT, DEBRA	LA CONNER
SIMILA, CINDY	VASHON
WAITS, JACKALYNNE	KENT
WAMSLEY, DEBBIE	SHELTON
WENDLANDT, REBECCA	GREENACRES

Do You Know Someone Who Deserves The Membership Longevity Award?

Have you reached the 50 year mark yet? We honor all those members who have reached 50 years and 60 years as a member in the WARLCA/NRLCA. If you think you have or are near, please contact Becky Wendlandt, phone (509)710-7840 or email warlca@gmail.com or write to 2811 N Chase, Liberty Lake WA 99019-5002 for the official form. You will receive recognition from NRLCA and an article and picture in a future issue of the *Washington Rural Carrier*.

Please Welcome Our New Members!

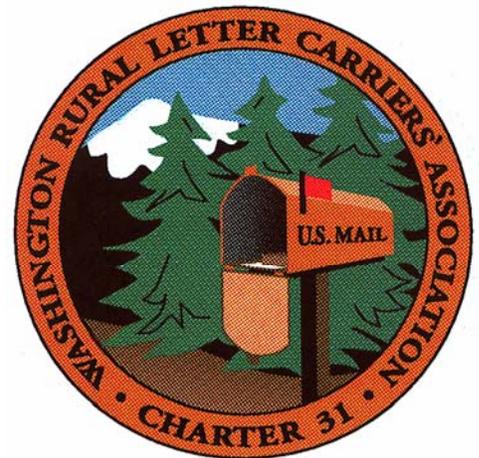
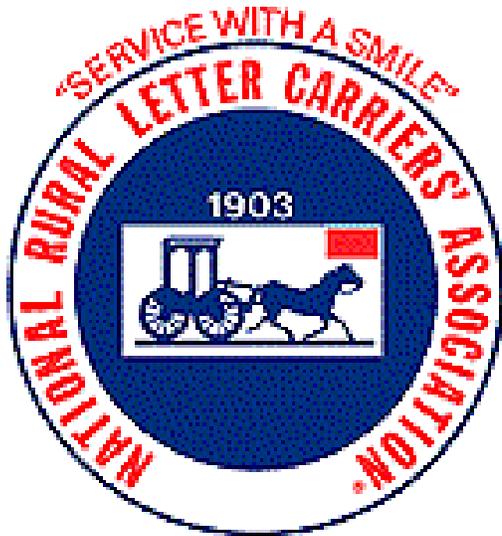
ARLINGTON	KOSTER JR	JAMES	78 - RCA	PASCO	MORENO	OSCAR	78 - RCA	
ARLINGTON	ARCINIEGA	SERGIO	78 - RCA	PASCO	AKHRIMOVICH	YELENA	78 - RCA	
ARLINGTON	GLOVER JR	COREY	78 - RCA	PORT ANGELES	LLOYD	NAPOE	78 - RCA	
ARLINGTON	KERR	VICKY	78 - RCA	PORT ORCHARD	LEWIS	GLENN	78 - RCA	
ARLINGTON	GUMKE	MICHAEL	78 - RCA	PORT ORCHARD	HARRIS	SAMUEL	78 - RCA	
ARLINGTON	STEWART	CHRISTY	78 - RCA	POULSBO	GOMES	SARAH	78 - RCA	
BATTLE GROUND	JOHNSON	DANNY	78 - RCA	POULSBO	MOORE	HEIDI	78 - RCA	
BELLINGHAM	GUNDERSON	CURTIS	78 - RCA	PROSSER	DELGADO	ARACELI	78 - RCA	
CAMAS	HUNTER	RICHARD	78 - RCA	PUYALLUP	BARNETT	MARION	78 - RCA	
CAMAS	NUTE	SHARON	78 - RCA	RAVENSDALE	LYMAN	LILLIE	78 - RCA	
CARNATION	ROETTGER	ROBIN	78 - RCA	REARDAN	CALDWELL	TINA	78 - RCA	
CHEHALIS	KEEHR	ROBIN	78 - RCA	RIDGEFIELD	HENRICKS	TROY	78 - RCA	
CHEHALIS	MONTGOMERY	AMANDA	78 - RCA	RIDGEFIELD	CHAMBLEE	ROBERT	78 - RCA	
CHEHALIS	LEWIS	ALEJONDRA	78 - RCA	SEATTLE	TUCKER	RICHARD	78 - RCA	
COLBERT	KRIEG	SANDRA	78 - RCA	SEATTLE	TAGGART	ARTHUR	78 - RCA	
COUPEVILLE	MACMONAGLE II	KENNETH	78 - RCA	SEATTLE	RASMUSSEN	MELISSA	78 - RCA	
DUVALL	KIM	DAE	78 - RCA	SEATTLE	TIDWELL	TAMMY	78 - RCA	
EATONVILLE	BRANNON	WHITNEY	78 - RCA	SEATTLE	BERIKOFF	MARY	78 - RCA	
ELMA	PLUMB	ANDREW	78 - RCA	SEATTLE	LOHRMANN	RAQUEL	78 - RCA	
FERNDAL	PLASTER	KATIE	78 - RCA	SEATTLE	NORMAN SR	TRAVIS	78 - RCA	
FERNDAL	ROBINSON	LORI	78 - RCA	SEATTLE	CRAIG	NICHOLAS	78 - RCA	
FERNDAL	BULLION	AMY	71 - Regular	SEATTLE	GOLIAS	BENJAMIN	78 - RCA	
GIFFORD	ERICKSON	MONICA	78 - RCA	SEATTLE	MARTINEZ	NOEL	78 - RCA	
GIG HARBOR	GARY	STACIE	78 - RCA	SEATTLE	KONOS	HIRO	78 - RCA	
GIG HARBOR	HEMBD	JOHN	78 - RCA	SEATTLE	CERVANTES	FELIPE	78 - RCA	
GOLD BAR	BARNETT	SARAH	78 - RCA	SEATTLE	DAVIS	TYLER	78 - RCA	
GOLD BAR	RITT	MICHAELA	78 - RCA	SEATTLE	FLORES	EDNA	78 - RCA	
GRAHAM	ANDERSON	JUSTIN	78 - RCA	SEATTLE	ESLICK II	PHILIP	78 - RCA	
GRAHAM	GONZALEZ	BILL	78 - RCA	SEATTLE	KASNER	CHRISTINA	78 - RCA	
ISSAQUAH	PLANT	HEAVEN	78 - RCA	SEATTLE	SPANAWAY	ELIZABETH	78 - RCA	
ISSAQUAH	NELSON	GARTH	78 - RCA	SEATTLE	SPANAWAY	BLUMLEIN	CATHERINE	78 - RCA
KELSO	PIERCE	DALTON	78 - RCA	SEATTLE	SPANAWAY	ROGERS	JENESSA	78 - RCA
KENT	JORDAN	PATRICIA	78 - RCA	SEATTLE	SPANAWAY	MASKEY	ROCKEY	78 - RCA
KENT	BEST	RICHARD	78 - RCA	SEATTLE	SPOKANE	LADUKE	CAROLYN	78 - RCA
KENT	LLAPITAN	WILLIAM	78 - RCA	SEATTLE	SPOKANE	DUNHAM	ROBERT	78 - RCA
LA CENTER	MCCOLLUM	KEVIN	78 - RCA	SEATTLE	SPOKANE	GREEN	MARY	78 - RCA
LONGVIEW	RODRIGUEZ	JOSEPH	78 - RCA	SEATTLE	SPOKANE	LANGBEHN	GINA	78 - RCA
LOON LAKE	MANUEL	MICHAEL	78 - RCA	SEATTLE	SPOKANE	HOUSE	TARA	78 - RCA
MAPLE VALLEY	SATAR	NANGIALIY	78 - RCA	SEATTLE	STANWOOD	BOOTH	GAIL	78 - RCA
MAPLE VALLEY	WRIGHT	JENIFER	78 - RCA	SEATTLE	STANWOOD	LOVOLD	DUSTIN	78 - RCA
MCCLEARY	HART	ERIC	78 - RCA	SEATTLE	STANWOOD	HUGHES	GRAHAM	78 - RCA
MONROE	NAGEL	MICHAEL	78 - RCA	SEATTLE	STANWOOD	SCHWARTZ	MICHAEL	78 - RCA
MOUNT VERNON	SANDHAR	SANDEEP	78 - RCA	SEATTLE	SUMNER	MARTINEZ	AMY	78 - RCA
MOUNT VERNON	GREENWELL	ARIEL	78 - RCA	SEATTLE	SUMNER	SALUS	KAINALU	78 - RCA
MOUNT VERNON	HANSON	SHELLI JO	78 - RCA	SEATTLE	SUQUAMISH	COOK	SHERYL	78 - RCA
NORTH BEND	ARNOLD	ANGELA	78 - RCA	SEATTLE	TONASKET	VERBECK	VICTORIA	78 - RCA
NORTH BEND	LEWIS	RYAN	78 - RCA	SEATTLE	VANCOUVER	WARNER	ALBERTA	78 - RCA
NORTH BEND	ENGEL	HALLIE	78 - RCA	SEATTLE	VANCOUVER	BRENNAN	NATALIE	78 - RCA
OAK HARBOR	POTTER	BRYAN	78 - RCA	SEATTLE	VANCOUVER	BELL	MATTHEW	78 - RCA
OAK HARBOR	WOOLARD	BLAKE	78 - RCA	SEATTLE	VASHON	HALLMAN	ERICA	78 - RCA
OAK HARBOR	BUSKUEHL	ANNETTE	78 - RCA	SEATTLE	VASHON	VENEZIA	ROBERT	78 - RCA
OLYMPIA	MCCUTCHEN	ERIKA	78 - RCA	SEATTLE	WAITSBURG	MACE	BRANDY	78 - RCA
OLYMPIA	MONTEFALCON	JAROLD	78 - RCA	SEATTLE	WENATCHEE	MCCOMB	JAMIE	78 - RCA
OLYMPIA	MOBBS	WILLIAM	78 - RCA	SEATTLE	WOODINVILLE	LI	WEN	78 - RCA
OLYMPIA	MOBBS	WILLIAM	78 - RCA	SEATTLE	WOODLAND	TALBOTT	LAURA	78 - RCA
OMAK	RASCHKA	JERRY	78 - RCA	SEATTLE	YELM	ELLIOTT	TAMMY	78 - RCA

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Upcoming Dates to Remember

- Nov 14-Dec 12 2016: FEHB Open Season
- Sep 1-Dec 15 2016: 2016 Combined Federal Campaign
- Dec 3-23 2016: Christmas Period
- Jan 7 2017: 2017 Leave Year Begins
- Apr 20-22 2017: Western States Conference, Tukwila WA
- May 13 2017: Stamp Out Hunger Food Drive
- June 25-27 2017: State Convention, Everett WA
- Aug 15-18 2017: National Convention, National Harbor MD

