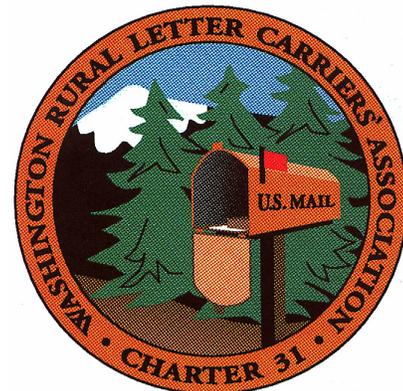


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Spring 2020



Where Service Begins With a Smile

“Why Me?”

“Why Not?!”

Relief Day Work List

The Pros & Cons

Legislative Update

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Regarding Sick Leave



**WARLCA State Board
And Appointed Officers**

President & Historian

Kurt Eckrem
1003 9th St
Mukilteo WA 98275-2007
(425)760-6879
warlcapresidenteckrem@gmail.com

Vice President & Editor

Lisa Benson
PO Box 792
Marysville WA 98270-0792
(425)359-2462
warlca_vp_lisa@outlook.com
warlcaeditor@outlook.com

Secretary-Treasurer

Becky Wendlandt
2811 N Chase Ln
Liberty Lake WA 99019-5002
(509)710-7840
warlca@gmail.com

Region 1 Committeeperson & Webmaster

Isabella Lopez
3605 Rockefeller Ave
Everett WA 98201-4729
(425)417-2700
r1cpwarlca@hotmail.com

Region 2 Committeeperson & RCBP Rep

Alicia Peterson
PO Box 1971
Eatonville WA 98328-1971
(253)229-0620
rcp2_alicia@outlook.com

**Region 3 Committeeperson & Legislative
Director**

Lorrie Crow
1208 A Slide Creek Rd
Colville WA 99114-8766
(509)675-0397
warlcaregion3lorrie@outlook.com

**Region 4 Committeeperson & Provident
Guild Representative**

Paige Barrett
30 Robinson Rd
Grandview WA 98930-9016
(509)391-0480
waregion4paige@gmail.com

PAC Chair

Dawn Ayers
PO Box 6
Sumner WA 98390-0010
(253)468-2119
dawnayersunionmember@gmail.com

NRLCA Stewards

Seattle District

District Representative

Joyce Patteson
PO Box 1005
Selah WA 98942-1005
(509)580-0043
joyce.patteson@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98388-0471
(253)208-3344
alicia.peterson@nrlca.org

Renee' Pitts
PO Box 1795
Orting WA 98360-1795
(509)315-7012
renee.pitts@nrlca.org

Jeffrey Taylor
PO Box 703
Greenacres WA 99016-0703
(509)690-0126
jeffrey.taylor@nrlca.org

Area Stewards

Dawn Ayers
(253)468-2119
dawnayersunionmember@gmail.com
Offices: Auburn, Covington,
Issaquah, Maple Valley, North
Bend, Ravensdale, Spanaway
Main/Bethel, Sumner/Bonney
Lake

Quang (Henry) Nguyen
(626)246-5839
dcct_quang33@hotmail.com
Offices: Bainbridge Island,
Bellingham, Bow, Burlington,
Duvall, Everett, Everson,
Lynden, Oak Harbor,
Snohomish, Stanwood, Sumas

Portland District

District Representative

Monte Hartshorn
PO Box 321
Castle Rock WA 98611-0321
(509)315-7670
monte.hartshorn@nrlca.org

Assistant District Representatives

Alicia Peterson
PO Box 471
Graham WA 98388-0471
(253)208-3344
alicia.peterson@nrlca.org

Oksana Tropets
PO Box 1904
Gresham OR 97030-0566
(503)347-1753
oksanatropets@nrlca.org

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 to the right 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

TO OUR RURAL CARRIER FAMILY

These are uncertain times. You have been hearing about closures, cancellations, panic buying, and plenty of distressing news bulletins from the White House on down. It's hard enough to do our jobs under normal conditions.

Your WARLCA State Board has been diligently working to stay on top of all the daily changes that affect how we conduct the business of the union, and we regularly contact the National Office for guidance. As of press time, this is where we are at on planned events and functions-

-The OWCP/Retirement seminar scheduled for March 29th has been postponed. We are working with Joni Montroy and Watson & Associates on a possible October date to hold the seminar.

-Western States Conference in San Diego has been cancelled.

-All county unit annual meetings have been postponed and will be rescheduled when the situation allows.

For those current county officers, and members wanting to be a delegate to state convention, we will be following these rules:

1. The Board is asking that the current county officers continue in their position until a county meeting is safe to be held, following all DOL guidelines on advance meeting notices.

2. In order to preserve members' rights to participate in the affairs of the organization, all members are advised if they want to be a delegate to state convention they must be a member in good standing as of May 5, 2020. Upon checking in with the credentials committee at state convention, membership will be checked to meet this qualification. The credentials committee, after being called upon by the President at the opening of convention, will announce the stats for each county. Those delegates in each county will then decide who will be their delegate-at-large.

3. Any proposed resolutions and constitution changes that would have been presented at the county meeting can be presented at the state convention under new business.

-2020 State Convention and 2020 National Convention, both in Spokane, are currently scheduled to be held as planned, with some necessary changes. Please go to nrlca.org and warlca.com to keep up on any further changes.

There is so much conflicting information and misinformation going around right now, and that adds to the confusion and uncertainty. Many of you are worried about your friends and family, as well as your jobs. We urge you to take those precautions you find necessary to keep yourself and your family healthy, and to remember to be generous and caring to those members of your community who may need help. As more information becomes available, we will pass it along. Thank you and stay strong.

Your WARLCA State Board

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Why Me?

By Kurt Eckrem, WARLCA President & Historian

Have you ever asked yourself this question? Usually people ask themselves “Why Me?” in connection with some kind of misfortune or tragedy. It’s human nature to wonder why bad things happen, especially when it’s unexpected. However, that is not why I titled my article as I did, even though there are certainly plenty of things to be concerned about right now.

If you have read my articles in the past, you will see a recurring theme in several of them, that being member participation. If you are reading this article, it means you are a member of the NRLCA and that you pay dues to belong. If you have never been thanked for being a member, then I am thanking you right now. We couldn’t do it without you and all your fellow members. Running a national union isn’t cheap, especially with the grievance activity we see from working for a company that no longer values service to the customer as much as it does squeezing every possible penny out of that service by violating its contractual obligations and mistreating its employees. If you have worked for the post office for as long as I have, you understand what I mean. This job isn’t what it used to be.

So, how do we change that? The rules are there, but do we hold management accountable when they violate the rules? If you have never read the National Agreement, you should do so. You can

find it on the national website, nrlca.org. I’ll bet you find a number of things you never knew. How about the PO-603? There should be a copy at your case in your route book. All of the language contained in the PO-603 is considered contractual. Is your manager adhering to it? Most of us see things going on in our offices that maybe don’t seem right: carriers working off the clock, management harassing carriers (especially the new ones), managers doing rural work, and other things that should be reported to the union but aren’t.

This is where the “Why Me?” part comes in. It’s not because

That’s why am I taking so much time to try to get you interested, because you are important to the union

something bad happened to you, it’s because of the opportunity (I might go so far as to say the *obligation*) to be part of the change that needs to happen. It’s all well and good to continue to have dues taken out of your check to fund the activities of your union, but oftentimes that is not enough. There comes a time when every member needs to step up, to make a commitment to do the right thing. To know the rules and to make management aware that you know the rules and are willing to stick your neck out to hold management accountable. Several times in my years as a local steward I have had

carriers tell me they don’t want to risk retaliation by challenging management on an issue. My response has always been to ask them “Is it then better to roll over and take it and have it continue?”. So many offices need local stewards who are willing to stick their necks out for their fellow rural carriers. Find out if you could be one.

Another example of “Why Me?” is attending meetings. The WARLCA regularly schedules meetings in each county unit, and the attendance at these meetings is alarmingly dwindling. This is where you can get information as well as getting your questions answered, often questions that are specific to your office. We always try to have a WARLCA board member available with up to date news and flyers that you can take back to your office on a whole variety of topics. There will also be a state-level steward at the meeting to answer those tough questions that may involve contractual issues.

You might also say “Why Me?” when asked to contact your Congressman or Senator on legislation favorable to the post office, which in turn benefits the rural craft. We have been told that unless a legislative office receives at least 200 contacts on a particular issue, it is not deemed important. Sure, I could contact my legislator 200 times myself, but I think they would get tired of hearing from me. There are several bills currently in the Senate

and in the House of Representatives that would really help, but if they don't hear from us, what are they going to think when it comes time to vote? This year in particular, given the political climate in Washington DC, we might be seeing our last real chance to save the post office. There is information on the legislative issues at warlca.com, as well as contact information for your legislator.

The last "Why Me?" I am going to talk about is you stepping up and taking the time and effort to actively participate in your union. There are many opportunities for

members to become involved, by becoming a county unit officer, or a state officer. There are appointed positions available at both the county and state level. Too often we see these positions held by a select few, because no one else is stepping up. You can also get involved by attending your county unit's annual meeting, which should be happening soon, and becoming a delegate to the WARLCA State Convention in Spokane this year. It is a great opportunity to see how the business of your union is conducted.

So in closing, I would prefer

you ask yourself instead "Why Not Me?" That's why am I taking so much time to try to get you interested, because you are important to the union, each and every one of you. You have a unique set of talents that could help your fellow rural carriers in any number of ways, but if you don't put yourself out there, those talents will never be known. Please contact me or any of the WARLCA board members if you can help. We need you, now more than ever!

In solidarity, Kurt.



Find Peace Amongst Pandemic

By Lisa Benson, WARLCA Vice President & Editor

As the world becomes more engrossed in the news of SARS-CoV-2, or simply COVID-19, a general hysteria seems to have overtaken the population. While the list of countries currently infected with an outbreak continues to grow, now infecting almost every country, misinformation has become commonplace. I encourage you to cut through the falsities and *implore you to keep a level head* in the face of this pandemic. In the age of fake news, the truth is utterly imperiled. Perhaps equally important is the ability to remain cool and collected in the face of calamity as despair and hysteria are common bedfellows to pandemics.

Coronaviridae are a large family of virus strains that range from the common cold to severe acute respiratory syndrome (SARS). While many of these strains of vi-

ruses cause only mild cases of illness, it is possible to have a severe or even critical case of these previously known strains of human coronavirus. The vast majority of people have, at some point, contracted a strain of coronavirus. Like several forms of viruses and bacteria, coronaviruses are zoonotic,

We're all in this together and we must support each other in order to come through this with grace and compassion

meaning they can be transferred by humans and animals. Looking back on historical epidemics, it was learned that SARS-CoV in 2003 was transmitted to humans by bats and MERS-CoV in 2012 to humans by dromedary camels. As concern arose over the potential of domestic pets contracting and/or carrying

COVID-19, rest assured. IDEXX Laboratories conducted a multi-week study of over 4,000 samples from dogs, cats, and horses from all 50 states and South Korea and concluded with not one single positive result. ***Do not fear, there is no evidence that your pets can contract or spread COVID-19.***

The current outbreak of novel coronavirus was first discovered in a patient in Wuhan China at the end of December. It was the first recorded case of this particular strain being observed in humans and no known immunity exists. The Chinese government completed a genome sequence on the strain and it was discovered to be 88% genetically similar to SARS viruses from bats. However, it is believed that there may have been an intermediate host, though one has not yet been identified.

This COVID-19 virus is unique in that it appears to not greatly affect children. Per the WHO-China Joint Mission Final Report, no children under the age of 10 died and children with confirmed cases had a mild illness. Nearly 80% of the cases reported were in people aged 30-59, while only approximately 2.4% of reported cases were in children.

It should also be noted that coronaviruses differ from influenza viruses. While many symptoms appear similar, these are *different* viruses. Flu, or influenza, has a mortality rate of 0.1%, whereas COVID-19 has a mortality rate 10 times that, according to Anthony S. Fauci, M.D., National Institute of Allergy and Infectious Diseases (NAID) Director. The mortality rate does increase greatly with age and added high-risk factors such as underlying medical conditions and compromised immune systems. Because of the high transmissibility of this virus, it is estimated that the epidemic doubles every week. As of press time, there were over 530,000 confirmed cases of COVID-19 worldwide with 121,000 recovered cases and 23,700 deaths.

Amongst our postal community, there have been over 2,411 suspected and self-isolation cases, 82 confirmed cases, and one death.

The most common symptoms of COVID-19 are high fever (over 100.4°F), dry cough, fatigue, and shortness of breath. It may feel more like pneumonia than influenza. Incubation is approximately five to six days after contraction, with the entire illness occurring over approximately 12-14 days for a mild case. Per the WHO-China Joint Mission Final Report, of the cases observed, 80% had a mild illness and recovered, 14% had a severe illness, and only 6% had a critical illness.

Currently, there is no specified treatment other than symptom management and supportive measures. There is also no vaccine available as of yet, however, research and development on a vaccine is already underway. NAID announced that it will be entering phase one of the clinical testing during mid-March here in Seattle of a potential vaccine. Initial reports regarding efficacy and safety are expected in about three months. There are also several

global studies evaluating the effectiveness of antivirals. *The best offense is a strong defense; limit your chances of exposure by avoiding close contact.*

Focus right now should be on finding ways to slow down the spread of COVID-19. The best way to do that is through social distancing and practicing good hygiene habits for yourself, in your workplace, and in your home. Be prepared to support government responses like isolation and cancellation of events to protect at-risk populations. Please do not stockpile sanitation supplies, medical supplies, or personal protective equipment. COVID-19 is not believed to be easily transmitted through the air but rather through close contact (within six feet). You will not need to wear a mask unless you've been instructed to and/or you are sick. These supplies will be needed for care centers, clinics, and hospitals. The USPS has a *Postal Service Pandemic Influenza Plan* which has been updated to include coronavirus strategies. This document can be found on the National Rural Letter Carriers' Association website at www.nrlca.org.

Keeping calm in the face of pandemic

As schools are closed until late April, sporting events and shows are cancelled, many restaurants and recreational locations are also closed, and people are encouraged to shelter in place, it's no surprise that panic and anxiety can settle in easily. Becoming consumed by the seemingly dire circumstances certainly doesn't help the situation. So, what can you do to combat the quarantine blues? Here are some suggestions:

- Create your inner sanctuary of peace and stability
- Pick up new hobbies
- Maintain your routine as best as possible
- Check out Yale University's popular online course "Happiness" for free
- Stream a new workout regimen
- Take moments throughout your day to close your eyes and listen to your breathing
- Recognize that your emotions are legitimate, but do not let them consume you
- Avoid excessive media exposure
- Make time for selfcare
- Spring cleaning
- Get free counseling to manage stress, depression, and anxiety from EAP (1-800-EAP-4YOU)
- **Stay connected to loved ones**

For kids:

- Keep them busy
- Google “kids crafts”
- Maintain order and structure
- Play/work in the yard
- Free educational resources and activity pages can be found online
- Share your own coping skills with them
- Assure them they’re safe, but let them share their feelings with you
- Work out the wiggles with physical activity (household dance party, help with chores, play with pets, etc.)

Major crises have a tendency to test the resilience of the human spirit, but we will overcome. We’re all in this together and we must support each other in order to come through this with grace and compassion, without devolving

into chaos and hysteria. Stay connected to loved ones via telephone, internet, and of course, the mail. It is likely that the worst is yet to come, so **KEEP CALM AND WASH YOUR HANDS!**

Disclaimer: I am not a medical

professional. Nor have I ever received certified training in the fields of science or medicine. This article is for informational purposes only and should not be construed as medical advice. Always consult with a licensed medical practitioner for medical advice.

Sources consulted:

World Health Organization; <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

Centers for Disease Control; <https://www.cdc.gov/covid19>

National Center for Biotechnology Information; <https://www.ncbi.nlm.nih.gov/books/NBK554776/#article-52171.s1>

Nature Research Journal; <https://www.nature.com/articles/d41586-020-00154-w>

IDEXX Laboratories; <https://www.idexx.com/en/veterinary/reference-laboratories/idexx-sars-cov-2-covid-19-realpcr-test/>



Postal Stats and Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer

Since you can read all the stats of membership and finance in other areas of this issue I thought I would report on some of tidbits I have found thanks to my fellow State Secretary-Treasurer Nancy Caples from Nebraska and off articles from past issues of the *Readers Digest*.

Your mailman used to be able to bring you greens, eggs, and ham.

From 1914 to 1920, the Farm-to-Table program was a novel initiative that allowed farmers to ar-

range prices with people in urban areas and then mail them their choice of ham, bacon, fresh meats, poultry, eggs, butter, cheese, nuts, maple syrup, honey, jellies, preserves, fruits, and vegetables. This was seen as a way to give farmers more customers and city dwellers greater and cheaper access to fresh goods, and, after World War I started, it was touted as a way to help meet President Woodrow Wilson’s goal of food conservation in America. The two most popular Farm-to-Table products? Butter and lard.

Like most occupations, postal clerks in 19th-century U.S. tended to be male—except at the Dead Letter Office.

Starting in 1825, all mail that was unlabeled, mislabeled, or insufficiently labeled in America was sent to a central Dead Letter Office in Washington, D.C. This was the only place in America where people who weren’t a letter’s intended recipients were allowed to open up someone else’s mail. The postal employees hired for this job needed to be honest—to prevent pilfer-

ing of all the mail they had access to—and because women were seen back then as being more honest than men, the staff overwhelmingly consisted of women. Clergy were also employed to work there. For years, the DLO was a popular tourist destination. Today, it is not; it goes by the much less dramatic name “Mail Recovery Center,” and it is located in Atlanta.

American newspapers largely owe their existence to the post office.

As part of the Post Office Act of 1792, newspapers—which were seen by the Founding Fathers as essential for maintaining an educated citizenry by spreading information—were permitted to be mailed at extremely low rates. The result: By the start of the 19th century, newspapers made up the bulk of the U.S. mail. In 1840, 91 percent of white American adults could read, and this impressive literacy rate was attributed in part to the widespread availability of newspapers.

Believe it or not, it used to be legal to ship babies through the U.S. Postal Service.

In the early 20th century, anything under 11 pounds could be sent via Parcel Post. One couple took that a little too seriously and sent their eight-month-old baby through the mail for only 15 cents to his grandparents’ house.

Everyone had to go to the post office to get mail—until the Civil War helped change one man’s mind.

In 1863, Free City Delivery—i.e., free delivery of mail at your home—was first launched in Cleveland. Joseph Briggs, a postal clerk in that Ohio city, is said to have come up with the idea over the previous winter when he saw

so many women customers who were forced to wait in long lines at the post office, freezing and fretting, since the only way to get news of their loved ones fighting in the war was via the mail. His Free City Delivery was such a success that it quickly spread to other cities before becoming a national norm. What’s more, Civil War veterans got dibs on applying for the newly-created mail carrier jobs. One other postal innovation prompted by the Civil War: money orders, so that Union soldiers could send their money home safely.

Mail carriers should have been called mail waiters.

Even though mail became delivered to people’s homes, mail carriers were allowed to hand it only to the recipient. This meant workers

All registration fee refunds for the OWCP and retirement seminars have been issued

waited and waited or circled back over and over again until their target, er, customer, came home. As of March 1, 1923, all U.S. homes had to have a mailbox or slot, and just like that, postal employees no longer had to worry about patrons—just their dogs.

After the U.S. president and vice president, the postmaster general is the next highest-paid federal government employee.

The U.S. president earns a base salary of \$400,000 a year; the postmaster general gets a base salary of \$276,840. As a result the PMG out-earns the U.S. vice president, who makes \$243,500. Wonder if that will help find a new PMG.

The first post office was in a bar.

The very first post office in colo-

nial America was established in 1639 in the Boston home—which was also a tavern that sold “stronge water”—of a man named Richard Fairbanks.

The same Post Office Act imposed the harshest of penalties—death!—on mail thieves.

Because the U.S. mail was the only official way to send money, this severe punishment was less a reflection of the government’s cruelty and more an indication of the importance of safe postal delivery. Congress soon reconsidered, and in 1799, stealing mail for first-time offenders was punishable by a public whipping and a prison sentence of up to 10 years. However, second offenders were still subject to death, which was unchanged until 1872.

The Postmaster General was once a semi-celebrity.

The job was viewed as so critical to a young United States that John McLean, Postmaster General from 1823 to 1829, reported directly to President James

Monroe and then to President John Quincy Adams. His next position after Postmaster General? U.S. Supreme Court Justice. In later years, he was viewed as a serious presidential candidate.

For 141 years, getting a job at the U.S. postal system depended on one thing: connections.

Beginning with Thomas Jefferson’s presidency (1801-1809), it became a tradition—albeit an unethical one—for the winning candidate to fire a significant swath of federal employees and replace them with party loyalists. Then, when Andrew Jackson was elected to the Oval Office in 1828, he went further and tied this political perk to the postal service, which at the time accounted for 75 percent of all civilian federal employees. He

made it customary for the new president to fire many of the postal workers and hand out the positions to supporters. Astonishingly, this practice continued all the way until 1969 when it was abolished by President Richard Nixon. This, at least, was one form of corruption that he could not take. Did you know that our former WARLCA State Steward Neil Buchanan was an appointee by Congressman Tom Foley?

The Postmaster General used to be in the line of succession to the Presidency.

President Jackson also decided that the Postmaster General should sit in the Cabinet, thereby putting the office on the same level as the Secretaries of War, Treasury, and State—and putting the PMG in contention to be the Commander in Chief. True, the Postmaster General was last in line, but that still put him or her a heartbeat, or dozen, away. The Postmaster General was finally removed from the Cabinet and from succession in 1971.

Until the mid-19th century, recipients—not senders—usually had to pay for postage on the letters they received.

As a result, people tended to refuse so many letters in order to escape paying for them, which caused the post office to spend an inordinate amount of time returning mail to senders. Postage stamps—which were prepaid—were introduced in America in

1847 and eliminated this problem.

The U.S. mail was the original enabler of trolls.

In the 19th and early 20th centuries, insulting “vinegar” or “poison” valentines were a popular trend in America (and England, by the way). These cards featured a male or female caricature of popular stereotypes like a miser or a spinster, and the drawing was accompanied by mean-spirited verse. Here’s one sample: “Hey, Lover Boy, the place for you/Is home upon the shelf/’Cause the only one who’d kiss you/Is a jackass like yourself!”

While the Pony Express did deliver mail, it was never part of the U.S. postal service.

Contrary to popular belief, the rugged Pony Express was a trail-blazing mail and private service that took on the difficult task of bringing mail through the Wild West before the U.S. Postal Service got there. The Express was in business for a year and a half, from April 3, 1860, to October 24, 1861. Scraggy riders—“orphans preferred,” a help-wanted ad stated—ferried letters from St. Joseph, Missouri, to San Francisco, galloping through the Great Plains, the Rockies, and the High Sierras.

When the Hope Diamond was donated to the Smithsonian Institution, it went via U.S. mail.

In 1958, New York City jeweler Harry Winston donated the 45.52 carat Hope Diamond—today, val-

ued at \$350 million—to the Smithsonian. He so trusted in the U.S. Postal Service, which he regularly used to send jewels, that he turned to it to transport one of the world’s most valuable gems. The cost of registered first-class postage was \$2.44 (around \$15.80 today); plus, Winston paid an additional \$142.05 (roughly \$917 today) to insure it for \$1 million. It arrived safely at his destination. The Smithsonian still possesses the original packaging with the postmarks, and although it is not on display, the Hope Diamond is.

The U.S. Postal Service has no official motto.

Many people believe that the U.S. mail’s motto is this phrase: “Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds.” Yes, it’s true that those are the words engraved on the front of New York City’s majestic 1912 James A. Farley Post Office, but they were taken from a 5th-century, BC, book by the Persian historian Herodotus. They refer not to America’s stalwart men and women in blue but to messengers in the ancient Persian Empire (who wore ... purple? pink?). This quote was selected by an employee at McKim, Mead, and White, the architectural firm that built the post office, and set in stone in the post office—and in people’s minds.

All registration fee refunds for the OWCP and retirement seminars have been issued. If you have not received yours, contact me at (509) 710-7840.

Financial Statements

<u>Statement of Activities</u>				<u>Statement of Financial Position</u>			
<u>Income</u>	<u>Jul '19 - Feb '20</u>	<u>Budget</u>	<u>%/Budget</u>		<u>Feb 29, 20</u>	<u>Feb 28, 19</u>	<u>% Change</u>
Interest/Dividends	2,155.97	3,100.00	69.5%	ASSETS			
Membership Dues	207,245.50	270,175.00	76.7%	Checking/Savings			
RAFT Incentive	3,665.00	3,500.00	104.7%	CD #74 (APCU)	43,224.22	42,226.56	2.4%
National General Ins	7,256.27	11,000.00	66.0%	CD #75 (EmerFund)	43,224.22	42,226.56	2.4%
Reimbursements	183.15	800.00	22.9%	CD #76 (EmerFund)	22,379.20	21,882.50	2.3%
Aux Dues-State Portion	6,095.95			CD #77 (APCU)	32,634.34	31,887.07	2.3%
Sales	880.00	4,200.00	21.0%	Chkg—APCU	101.86	292.18	-65.1%
Total Income	227,481.84	292,775.00	77.7%	Chkg—WA Trust Bank	6,636.54	6,923.83	-4.2%
<u>Expense</u>				Savings—APCU	143,698.94	107,247.48	34.0%
Accounting Fees	2,430.00	5,500.00	44.2%	Total Checking/Savings	291,899.32	252,686.18	15.5%
Awards & Recognition	2,207.99	4,300.00	51.3%	TOTAL ASSETS	291,899.32	252,686.18	15.5%
Employee Benefits	3,414.19	6,000.00	56.9%	LIABILITIES & EQUITY			
Equipment	0.00	1,050.00	0.0%	Equity			
Lodging	5,789.68	15,000.00	38.6%	Net Assets	221,418.25	213,302.90	3.8%
National Convention	47,995.98	48,000.00	100.0%	Net Income	70,481.07	39,383.28	79.0%
Office Expense	1,472.24	2,000.00	73.6%	Total Equity	291,899.32	252,686.18	15.5%
Payroll Taxes	5,088.13	10,000.00	50.9%	TOTAL LIABILITIES & EQUITY	291,899.32	252,686.18	15.5%
Per Capita Dues	996.40	6,000.00	16.6%				
Postage	2,725.17	6,300.00	43.3%				
Printing	526.88	1,400.00	37.6%				
Rent	0.00	1,200.00	0.0%				
Salaries and Wages	58,415.34	110,345.00	52.9%				
State Meetings	6,817.04	45,850.00	14.9%				
State Paper	7,870.09	9,500.00	82.8%				
Telephone & Internet	952.00	1,400.00	68.0%				
Travel	8,927.86	10,930.00	81.7%				
Website Expenses	667.28						
Western States Conf	704.50	7,650.00	9.2%				
Total Expense	157,000.77	292,425.00	53.7%				
Net Income	70,481.07	350.00	20,137.4%				

SIMPLIFIED OVERVIEW OF DUTIES OF WARLCA SECRETARY-TREASURER

**For a more detailed list see the WARLCA.com website or contact the State Sec/Treas
Average Time is 20 hours week evenings/weekends for salary and 2 to 3 days a week ADOP when
approved by Board.**

WEEKLY: Correspondence

- Membership—put members in database and remits
- Deposit any monies received

BI-WEEKLY: Payroll and Expense Vouchers and Bills

- Remit Payroll Taxes
- Remit VOYA payments
- Pay any bills
- Write new hires and recent retirees

MONTHLY: Financial and Membership Duties

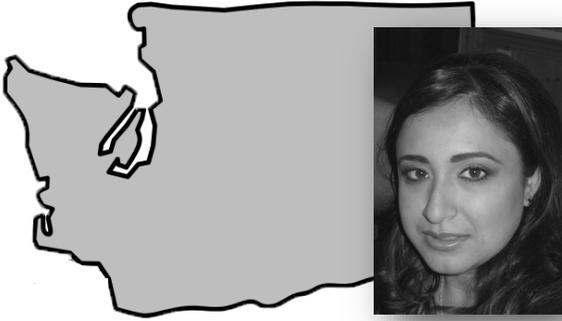
- Reconcile Bank Statements
- Post LWOP/ADOP spreadsheet
- Pay Monthly Salaries
- Close Books and Send to Celeste
- Give Board Monthly Financial Statements
- Do meeting notices for any county having a meeting
- Do any meeting notices for State as needed

QUARTERLY: Quarterly Taxes and Bonding

- Reconcile National Dues direct deposited to APCU
- Figure Bonding amount and send to NRLCA
- Article for WRC as required
- Attend and take notes at each board meeting, type and send to board
- Send task list to board
- Update equipment list, ground rules, board policy and budget after each board meeting

ANNUALLY: Reports to Counties, State, and National and Elections

- Do Counties Annual meeting packet and send
- Create Each Counties member/non-member report and send
- Meeting notices for counties annual meeting
- Annual reports to National with Passed Resolutions
- IRS 990 for State
- IRS 990N for county units
- Create and send each Counties LM 4 instructions and stats
- DOL LM 2 for state, electronically filed
- DOL LM 4 for counties, check & review each one
- Send updates to National on Counties LM 4 and check on line with DOL
- Create listing of all county officers
- Update Database for all county/state officers
- Review Election Guidelines and Create Timelines
- Work with Pre-Election Committee on nominations
- Update database with nominations and prepare ballot
- Provide all forms for State Officers to Sign and scan in
- Review National's SORM (state officers' resource manual)
- Review and update State Constitution
- Review and update Board Policy
- Review and file IRS 5500 Form for VOYA
- Review, scan and send Year end Payroll documents
- Write all non-members twice a year to recruit them
- Attend any National training and make sure all guidelines are done in State



Don't Be A Social Media Sensation

By Isabella Lopez, Region 1 Committeeperson & Webmaster

More often than not, you might find video on a social media platform about, commonly, a government employee going about their work. What is the purpose of someone doing something like this? Other than them expressing their constitutional rights protected by the First Amendment what could they gain? The answer is likely an attempt to get a negative reaction from the person they are recording.

A recent article that was put out by *Western Word* talks about the three Rs: Refrain, Report, and Resume. When you refrain, you are basically not engaging the person in any way, the person recording is just trying to get a rise out of you. Report, if you think this is a safety or a security risk, then let your supervisor know, or possibly get a hold of the Inspection Service (1-877-876-2455). The last R is to resume, after

letting your supervisor know, simply go about your business and let management or the postal inspectors deal with the individual.

Remember the main purpose of someone filming you while you are trying to work is to get you to respond to them negatively if you follow the three Rs you are less likely to become an internet sensa-

Did you know the USPS has a social media policy?

tion for the wrong reason. Did you know the USPS has a social media policy? So, what is the policy? "You may not speak for or act on behalf of the Postal Service. All uses of social media related to the conduct of official postal business require management consent." As a Postal Service employee, you need to be careful of what you post, even if you have deleted your

post all it takes is for one person to take a screen shot. If it's accessible by anyone, ultimately these things can be tracked back to the post office. Posting negative comments on social media about the Post Office, your customers, your coworkers, contractors, vendors, or our competitors should be avoided. Never post sensitive information about the Post Office or your customers. If you would like to read more about the Postal Service media policy you can find this in the Administrative Support Manual (ASM) 363.1.

Speaking of social media, have you heard? The NRLCA has finally launched Twitter, Facebook, and Instagram accounts. For more information, visit recent news on NRLCA.org.

Respectfully Submitted,
Isa Lopez





What Do I Get Out of Being A Delegate?

By Alicia Peterson, Region 2 Committeeperson & RCBP Representative

The 2020 State Convention is just around the corner, June 14th – 16th. Often I hear from members that they really don't know what it means to be elected as a delegate to attend state convention. The most important thing you will get out of being a delegate is to have your voice heard and to be the voice of your fellow rural carriers. This is your opportunity to help make the decisions on the future of our association.

As a delegate you will be assigned to a specific committee ranging from photography to sergeant-at-arms to the finance committee to the tellers committee. You will be required to attend all of the business sessions from the opening session until the convention has been adjourned. With your committee assignment, you will gain the knowledge of how important each task is to our successful operations. By attending as a delegate to state convention, you will have the benefit of selecting the members that make up the state board. You will have the ability to vote on resolutions that have been passed at your county unit or on resolutions that are brought forth from the convention floor.

Every state convention is at-

tended by one of our national officers. The national officer in attendance will share the most up to date information on hot issues like the newest in legislative matters and the always anticipated RRECS progress. Find out more about the delayed retroactive payment due to the collective bargaining agreement that was ratified and signed last August. Ask your questions of a national officer or your district rep-

Every delegate does deserve some compensation for their hard work

resentative. Every delegate does deserve some compensation for their hard work. You will be compensated for door to door round trip mileage at the IRS rate (currently \$.575 a mile), capped at 850 miles and it includes any toll or ferry fees you pay to attend. Each delegate that attends all business sessions and fulfills their responsibilities will also receive an allowance of \$250 as set out in Article VI Section 3 of our constitution, unless capped by the board.

Unfortunately, desperate times have called for desperate measures.

Due to the recent pandemic crisis of Covid-19 all annual county meetings have been cancelled this year. This has led to the board having to come up with new ideas to continue with the business of our association. Now more than ever is the time to be vigilant to consider the safety of our rural carrier family and that is why it is so important to stay informed of updates available on NRLCA.ORG and on WARLCA.COM. Many NRLCA events across the country have been cancelled or postponed. With so much uncertainty and information changing daily and so many unknowns, it is nearly impossible to say for sure if our WARLCA will be able to hold our annual state convention this summer. However, rest assured that your state board is in constant communication with the national office on what steps we should take to continue with the business of our association.

Last year proved to be a productive and enjoyable state convention full of first timers! Let's do that again! This is your association, your union, your voice!

Respectfully submitted,
Alicia Peterson
Region 2 Committeeperson



March 2020 - Legislative Director: Lorrie Crow

S.R. 2965 Also known as the “USPS Fairness Act”

To amend title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes.

IN THE SENATE OF THE UNITED STATES - December 3, 2019

Mr. Daines (for himself and Mr. Schatz) introduced the following bill; which was read twice and referred to the Committee on Homeland Security and Governmental Affairs

Note: The names listed after each of the following Resolutions are those who have not cosponsored that Resolution.

HR 2478 – To amend title 5 and provide the ability to buy back time spent as a part time (RCA) or temporary employee.

57 Cosponsors.

Jamie Herrera Beutler (R-WA-3), Pramila Jayapal (D-WA-7), Cathy McMorris Rodgers (R-WA-5), Adam Smith (D-WA-9).

HR 2382 – To repeal the requirement that the United

PASSED IN THE HOUSE
02/05/2020

 prepay future retirement purposes.

289 Cosponsors.

H.Res.54 – To take all appropriate measures to ensure the continuation of 6-day delivery.

292 Cosponsors.

All 10 of Washington States Representatives have cosponsored.

H.Res.60 – To take all appropriate measures to restore service standards in effect as of July 1, 2012.

206 Cosponsors

Jamie Herrera Beutler (R-WA-3), Cathy McMorris Rodgers (R-WA-5), Kim Schrier (D-WA-8). Dan Newhouse (R-WA-4).

Thanks to the diligence of not only the Rural Carrier Craft but all other Postal Employees, HR 2382 did pass the House of Representatives. Now we need to work just as hard to see that S.R. 2965 gets passed in the Senate. With 400 + House passed bills sitting stagnant in the Senate, this bill will also require a Super Majority in order to be moved to the floor for a vote. Currently we have 5 bipartisan cosponsors for this bill, we still need both Senator Maria Cantwell and Senator Patty Murray to sign on. Please, as before, make those very important phone calls, write those letters, and inform and ask family and friends to do the same.

H.Res.33 – To ensure that the United States Postal Service is not subject to privatization.

267 Cosponsors

Cathy McMorris Rodgers (R-WA-5)

H.Res.23 – To Ensure door to door delivery for business and residential customers.

261 Cosponsors.

Cathy McMorris Rodgers (R-WA-5), Dan Newhouse (R-WA-4), Kim Schrier (D-WA-).

S.Res.99 – A resolution expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.

54 Cosponsors

Both Washington Senators have cosponsored.

Please visit the warlca.com webpage to find the name and contact information of your Representative, just click on the local Legislative tab.

March 23, 2020



Understanding Title 5

By Lorrie Crow, Region 3 Committeeperson & Legislative Director

I was so excited about HR 2382 Passing in the House of Representatives that I wanted to share the good news with some of my fellow postal employees in my office, not just rural carriers but my supervisor, city carriers, clerks, and even the janitor. Sadly, most didn't have a clue as to what I was referring to, especially the newer employees. I thought this might be a good time to delve a little deeper into the meaning of what Title 5 of the United States Code, Section 8909a, Sub Section D is all about, and why we would want to see it amended, and the continued need to see S 2965 passed in the Senate.

Both HR 2382 and S 2965 read: "To amend Title 5, United States Code, to repeal the requirement that the United States Postal Service prepay future retirement benefits, and for other purposes." So, what is the United States Code? Because of all of the different laws signed into existence on any given year, and the many already established laws or laws that have been amended or removed, every six years there is a new publication of The Code of Laws of the United States of America, also known as the United States Code. The simplest explanation of this is that all of these different laws are compiled, abbreviated, and assigned to one of 54 different codes of law, then published into a multi volume set of books, enabling easier access and understanding.

Let's take a look at Title 5. From Wikipedia:

Title 5 of the United States Code outlines the role of government organization and employees in the United States Code.[1] It also is the Title that specifies Federal holidays (5 U.S.C. § 6103). On September 6, 1966, Title 5 was enacted as positive law by Pub. L. 89-554 (80 Stat. 378). Prior to the 1966 positive law recodification, Title 5 had the heading, "Executive Departments and Government Officers and Employees." [2] Title 5 contains the Freedom of Information Act, as well as authorization for government reorganizations such as Reor-

My hope is that you now have a better understanding of why HR 2382 and S 2965 is important to all of us

ganization Plan No. 3.

Section §8909a. Postal Service Retiree Health Benefit 1 Fund (from: uscode.house.gov)

(a) There is in the Treasury of the United States a Postal Service Retiree Health Benefits Fund which is administered by the Office of Personnel Management.

(b) The Fund is available without fiscal year limitation for payments required under section 8906 (g)(2)(A).

(c) The Secretary of the Treasury shall immediately invest in interest-bearing securities of the United States such currently available portions of the Fund as are not

immediately required for payments from the Fund. Such investments shall be made in the same manner as investments for the Civil Service Retirement and Disability Fund under section 8348.

(d)(1) Not later than June 30, 2007, and by June 30 of each succeeding year, the Office shall compute the net present value of the future payments required under section 8906(g)(2)(A) and attributable to the service of Postal Service employees during the most recently ended fiscal year.

(2)(A) Not later than June 30, 2007, the Office shall compute, and by June 30 of each succeeding year,

the Office shall recompute the difference between-

(i) the net present value of the excess of future payments required under section 8906(g)(2)(A) for current and future United

States Postal Service annuitants as of the end of the fiscal year ending on September 30 of that year; and

(ii)(I) the value of the assets of the Postal Retiree Health Benefits Fund as of the end of the fiscal year ending on September 30 of that year; and

(II) the net present value computed under paragraph (1)

(B) Not later than June 30, 2017, the Office shall compute, and by June 30 of each succeeding year shall recompute, a schedule including a series of annual installments which provide for the liquidation of any liability or surplus by September 30, 2056, or within 15 years,

whichever is later, of the net present value determined under subparagraph (A), including interest at the rate used in that computation.

(3)(A) The United States Postal Service shall pay into such Fund-

(i) \$5,400,000,000, not later than September 30, 2007;

(ii) \$5,600,000,000, not later than September 30, 2008;

(iii) \$1,400,000,000, not later than September 30, 2009;

(iv) \$5,500,000,000, not later than September 30, 2010;

(v) \$5,500,000,000, not later than August 1, 2012;

(vi) \$5,600,000,000, not later than September 30, 2012;

(vii) \$5,600,000,000, not later than September 30, 2013;

(viii) \$5,700,000,000, not later than September 30, 2014;

(ix) \$5,700,000,000, not later than September 30, 2015; and

(x) \$5,800,000,000, not later than September 30, 2016.

(B) Not later than September 30, 2017, and by September 30 of each succeeding year, the United States Postal Service shall pay into such Fund the sum of-

(i) the net present value computed under paragraph (1); and

(ii) any annual installment computed under paragraph (2)(B).

(4) Computations under this subsection shall be made consistent with the assumptions and methodology used by the Office for financial reporting under subchapter II of chapter 35 of title 31.

(5)(A)(i) Any computation or

other determination of the Office under this subsection shall, upon request of the United States Postal Service, be subject to a review by the Postal Regulatory Commission under this paragraph.

(ii) Upon receiving a request under clause (i), the Commission shall promptly procure the services of an actuary, who shall hold membership in the American Academy of Actuaries and shall be qualified in the evaluation of healthcare insurance obligations, to conduct a review in accordance with generally accepted actuarial practices and principles and to provide a report to the Commission containing the results of the review. The Commission, upon determining that the report satisfies the requirements of this subparagraph, shall approve the report, with any comments it may choose to make, and submit it with any such comments to the Postal Service, the Office of Personnel Management, and Congress.

(B) Upon receiving the report under subparagraph (A), the Office of Personnel Management shall reconsider its determination or re-determination in light of such report, and shall make any appropriate adjustments. The Office shall submit a report containing the results of its reconsideration to the Commission, the Postal Service, and Congress.

(6) After consultation with the United States Postal Service, the Office shall promulgate any regulations the Office

determines necessary under this subsection.

I know this seems like a lot of information, but it really is just the bare minimum. My hope is that you now have a better understanding of why HR 2382 and S 2965 is important to all of us. With the decline of first class mail, the need for postal reform is vital to the future of the Postal Service. This prefunding mandate accounts for approximately 90% of the Postal Service's current debt. Prior to 2006, before the internet and email became such an integral part of everyday life, it didn't seem that this would have had such a negative effect on the financial bottom line for the Postal Service, but it has, and without the repeal of the prefunding mandate it could be as early as 2021 that the Postal Service could run out of funds. It is now up to us to urge the Senate to pass this resolution and take part in protecting our jobs, not just for us but for our families, friends and yes, our customers.

Respectfully Submitted

Lorrie Crow - Legislative Director.

Fun Fact: *Readers Digest*; The first post office was in a bar.

The very first post office in colonial America was established in 1639 in the Boston home—which was also a tavern that sold “stronge water” —of a man named Richard Fairbanks.

KEEP CONTACTING YOUR SENATORS!

Neither of our Senators are cosponsors of S.R. 2965! Please contact them and encourage them to support this bill.



Got Plans?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

What are you planning to do for your summer vacation this year? If you are like me, you have the lyrics, “Come sail away, come sail away, come sail away with me!” in your head and you have already been thinking, planning, saving, possibly even booking flights and getting motel reservations? Are you going alone or with family and friends? Everyone is getting excited about getting together I bet.

We all make plans for our future based on our expectations that we are going to remain healthy and fit to go. What would happen though if your body suddenly fails on you? I had a very healthy, very athletic, very active friend who last month suffered from a type A aortic dissection that went from his heart down to his thigh. While in surgery to repair that, he suffered four major strokes. Suddenly, in an instant, **all** the plans he and his family had for this summer vanished. And, since that happened, the world is now dealing with the unknown in regards to the coronavirus. Again, all the plans we HAD, have likely been changed

due to it. Do you use all your sick leave every year? Did you know you can save it for emergencies and heaven forbid, long term care? Unlike annual leave that has a maximum of 55 days of carry over, there is no limit on how much sick leave you can carry over.

So now let’s talk about what happens if you die. Will your family be able to access your bank account? Seems like an odd question,

Come sail away with me!

I know. The fact is, often, when the bank learns of the death of a client, the account will be frozen for a period. Just when you really need those funds, they will not be available from the deceased’s account. If you have signed up for Provident Guild before age 56, your family would have a portion of your total benefit available right away with just a simple phone call. Provident Guild is not a life insurance policy. It is a non-profit, fraternal organi-

zation, created and operated by rural carriers, for our membership and auxiliary members to give their survivors an amount of READY CASH for those days when routine procedures of the courts and legal action tie up our estates after death. As a death benefit fund, it guarantees you at least 30 times your annual dues and depending on the number of claims in any given year, can pay up to 90 times your annual dues, as long as you are a current dues paying member. The dues, which are paid annually, are based upon your age at the time you sign up and they never increase. There is a \$2.00 entry fee to join, which covers administrative costs. There will be a 30% immediate relief payment with the remainder mailed after the national convention of that year. You do not need to be a full-time employee and your spouse can also receive the benefit. You will NOT be cancelled at age 65. But the best is that you will have peace of mind knowing your loved ones will have a little extra money to help with expenses when you are gone.

Average Age to 75 Years

Category	At Age	\$ Per YEAR	Total Paid	Total years to 75
\$10.00	51	\$10.00	\$240.00	24 yrs
\$15.00	46	\$15.00	\$425.00	29 yrs
\$20.00	41	\$20.00	\$680.00	34 yrs
\$30.00	36	\$30.00	\$1,170.00	39 yrs
\$40.00	25	\$40.00	\$2,000.00	50 yrs
\$50.00	25	\$50.00	\$2,500.00	50 yrs

In this issue, please look for an application to join the Provident Guild. Use the chart above to find your amount of annual payment. At this time of the year, you will be paying ¼ the annual cost in addition to the yearly cost for next year

and a \$2.00 entry fee. You will also find a checklist of what to do what an active carrier and when a retired carrier dies (on pages 56 and 57 of the March *National Rural Letter Carrier* magazine). This also is a useful guide to have at the time of death

to help you. Your brain will be all over the place and this will help! If you have any questions at all, I would be happy to be of assistance to you.



And Bingo Was His Name-O!

By Dawn Ayers, PAC Chair

First off, I want to extend my thanks to all who have donated to PAC this year so far. As of February, our members have contributed \$13,856.73 and our year is far from over. Our state is currently 6th in overall donations and 4th per capita with an average per person donation of \$6.37 for our 2,177 members. Those are some fantastic numbers!

This year at our state convention in Spokane, we will hold the drawings for our current raffles which are the free room night at the Centennial Hotel (to be used during state convention) and the raffle for either the Apple iWatch or the Seattle Mariners themed quilt. You can purchase

those raffle tickets at your next county unit meeting or by contacting me. We also have the TENS unit that you can win by signing up to become a new sustaining donor or increasing your current sustaining donor amount. You can

Our state is currently 6th in overall donations and 4th per capita

find details of all the raffles on the flyers in this WRC issue or past issues from this year.

In 2015 we started holding the dessert auction at our meet and greets and it has been a huge suc-

cess. Unfortunately this year, the hotel we are staying at won't allow outside food to be brought in so I had to come up with an alternate idea. This year we will be playing BINGO! There will be paper bingo cards for you to purchase at \$5.00 a piece. You can reuse these for each bingo game as we will have bingo chips to mark numbers to use instead of daubers. There will be prizes to choose from for each game winner and the last game of the night will have a \$100.00 VISA gift card as the prize! Games will begin at approximately 7:15 p.m. on Saturday, June 13th. Be there or be square!

Support NRLCA-PAC

Sign up for Electronic Fund Transfer

A monthly deduction from your checking account on the 5th of each month



Questions? Please contact Chana Ryan, Assistant to the Director of Governmental Affairs
cryan@nrca.org
-or-
(703) 797-8415

What to do when an active letter carrier dies...

1. Notify employee's immediate supervisor/postmaster.
2. Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA where the deceased was a member. Give the Social Security number/EIN of the deceased employee.
3. If the deceased employee was in receipt of a benefit payment from the U.S. Department of Veterans' Affairs (VA), you may notify the VA by calling (800) 827-1000. Spouses may also be entitled to VA death benefits and assistance.
4. Notify local banks and/or postal credit unions.
5. Notify the Social Security Administration at the local office.
6. Contact insurance companies for policies on life (if Provident Guild, write Secretary-Treasurer, 4780 Stony Creek Rd. Urbana, OH 43078-9454 if Federal Employees' Group Life Insurance, contact USPS Human Resource Shared Service Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400 or by phone 1-877-477-3273; if NRLCA Life Insurance, contact 1630 Duke St., Alexandria, VA 22314-3467), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke St., Alexandria, VA 22314-3467), house and automobile (if National General Insurance, contact 13736 Riverport Drive, Maryland Heights, MO 63043; Tel: 1-855-752-8477 for current policyholders; or your insurance carrier).
7. Notify the Internal Revenue Service and state income tax department.
8. Check for safety deposit box and instructions.
9. Change name on all important papers to surviving party's name.
10. Notify supervisor/postmaster/employees/State Association of the time and place of memorial service.
11. Have the funeral director obtain enough death certificates for your needs. He/she can advise how many.
12. Give supervisor/postmaster any items belonging to the Postal Service.
13. Papers to fill out (available in some post offices from personnel section or www.OPM.gov):

SF 2800	Application for Death Benefits (CSRS) OR SF 3104 and SF 3104B (FERS)
SF 1153	Claim of Designated Beneficiary for Unpaid Compensation
SF 155	Claim for Unpaid Compensation, No Designated Beneficiary
FE 6	Claim for Benefits, Federal Employees Group Life Insurance
14. Check with personnel section or postmaster for annuity for yourself and any minor children.
15. If a present marriage, secure marriage license.
16. If a previous marriage, secure divorce papers.
17. If the cause of death is due to a job-related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1,000 in burial expenses, minus any amount the VA pays.
18. In the case of job-related death, the survivor may also apply for an annuity from the OWCP. He/she may then choose the higher amount, but there are precautions that you need to discuss with personnel or the union on this subject.
19. As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state secretary to see if the state pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.
20. Note: A will should be seriously considered. If there is no will, an executor must be named and an expensive court action could result.

What to do when a retired letter carrier dies...

1. The survivor should notify:
For the Civil Service Retirement System (CSRS) or Federal Employees' Retirement System (FERS):
Office of Personnel Management
PO Box 45
Boyers, PA 16017-0045
Tel: 1-888-767-6738
<https://rsreporting.opm.gov/AnnuitantDeath>
When writing/speaking to the Office of Personnel Management, you should request:
SF 2800 Application for Death Benefits (CSRS) **OR** SF 3104 and SF 3104B (FERS)
FE 6 Claim for Benefits, Federal Employees' Group Life Insurance
Include the deceased employee's name, CSA number, your name and signature. Fill out the forms and attach a copy of the employee's death certificate and a copy of the certificate of the marriage to the widow or widower. Send the completed application to:
Office of Personnel Management
Retirement Operations Center
ATTENTION: Death Claims Section
Boyers, PA 16017-0045
Survivor annuities are not paid automatically. They must be applied for.
Return any checks addressed to the deceased employee to the address of the Treasury Department in the envelope in which they were mailed.
2. Notify the secretary-treasurer of the National Rural Letter Carriers' Association and the state secretary of the state RLCA where the deceased was a member. Give the Social Security/CSA number of the deceased employee.
3. If the deceased employee was retired from military service, notify the commanding officer of the nearest military installation.
4. If the deceased employee was in receipt of a benefit payment from the U.S. Department of Veterans Affairs (VA), you may notify the VA by calling (800) 827-1000. Spouses may also be entitled to VA death benefits and assistance.
5. Change deceased employee's name to survivor's name on all important papers.
6. Notify insurance companies for policies on life (if Provident Guild, write Secretary-Treasurer, 4780 Stony Creek Rd. Urbana, OH 43078-9454, if Federal Employees' Group Life Insurance, contact USPS Human Resource Shared Service Center (HRSSC), PO Box 970400, Greensboro, NC 27497-0400 or by phone 1-877-477-3273; if NRLCA Life Insurance, contact 1630 Duke St., Alexandria, VA 22314-3467), hospitalization (if NRLCA, write Rural Carrier Benefit Plan, 1630 Duke St., Alexandria, VA 22314-3467), house and automobile (if National General Insurance, contact 13736 Riverport Drive, Maryland Heights, MO 63043; Tel: 1-855-752-8477 for current policyholders; or your local insurance carrier).
7. Notify the Social Security Administration.
8. Notify the Internal Revenue Service and state income tax department.
9. Notify local bank(s) and/or credit unions.
10. Check safety deposit box and instructions.
11. Have funeral director obtain the appropriate number of death certificates needed. He/she can advise how many.
12. If presently married, secure marriage license.
13. If previously married, secure divorce papers.
14. If the cause of death is due to a job-related injury, the Office of Workers' Compensation Programs (OWCP) will pay up to \$1,000 burial expenses, minus any amount the VA pays.
15. In the case of job-related death, the survivor may also apply for an annuity from the OWCP. He/she can then choose the highest annuity.
16. Notify the local post office where the employee worked and RLC State Association concerning the memorial services.
17. As a surviving spouse, you are eligible to continue receiving the NRLCA magazine. Contact your state secretary to see if the state pays for subscriptions. If it does not, you can mail a check for \$20 to the NRLCA to continue receiving the magazine.
18. Note: A will should be seriously considered. If there is no will, an executor must be named and an expensive court action could result.

PAC the Centennial



1 entry for \$5.00

Or

5 entries for \$20.00

Contact your Region Committeeperson
or attend your next
local county unit meeting!

**Win one room night at the
Centennial Hotel
Valued at \$99.00!**

Hotel Amenities:

- A Riverside Pool • Steps From The Centennial Trail • On The Spokane River Bank • On-Site Restaurant •
- 50% off Happy Hour Cocktails Daily 4-6 pm • Dog Friendly •

Room Amenities:

- 65-inch tv / Wireless internet / Hardwood floors
- Bottled water / Work desk and chair
- Alarm clock/radio with USB charger
- Iron & ironing board / Hair dryer
- Refrigerator / Microwave
- Bath amenities

Drawing to be held the first day of convention.

Room night must be used at the 2020 State Convention in Spokane.

Convention dates are June 14th, 15th and 16th, 2020.

PAC Raffle

Enter to win one of two great items!

Apple Watch or a Mariner's themed Quilt

Prices are \$5 for 1 ticket or \$20 for 5 tickets.

(First ticket drawn will get their choice of either item. Second ticket drawn will get the remaining item.)

Please put name and phone number on each ticket. Winner will be drawn at the 2020 State Convention in Spokane.

Win an Apple Watch

(prize valued at over \$300.00)



Win a Mariner's Quilt

(prize valued at over \$200.00)



Pictures shown are not actual items but are only used as examples.

Work got you tense?



Worried about the



Got achy muscles?

future of the USPS?

\$5.00 CAN GET YOU TENS!

Become a sustaining donor to PAC for \$5.00 per pay period and you could win a TENS Machine with foot massager.

(Transcutaneous Electrical Nerve Stimulation is a noninvasive method for relieving pain. People who experience pain relief from TENS may be able to reduce their intake of pain medications, some of which can be addictive or cause adverse side effects.)

Valued at over \$250.00

One entry into the drawing for new sustaining donors. One entry for every \$5.00 increment in sustaining donor amount.

Drawing to be held at the end of the 2020 State Convention.





The Relief Day Work List

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

The language for the relief day work list (RDWL) is found in Article 8.5. It states that the RDWL must be posted twice a year:

“The relief day work list at each delivery unit shall be established twice during each guarantee period. The relief day work list will be posted for a two week period. Each time the new relief day work list is established, it shall supersede the previous list. All regular carriers, regardless of route classification, desiring to work their relief days shall place their names on the relief day work list”. Article 8.5.A

This year the relief day work list (RDWL) must be posted from April 18th through May 1st, 2020. The new list will go into effect on May 9th. The decision to sign the RDWL should be carefully considered by each regular carrier. As with everything, there are benefits and costs to every action.

Regular carriers can only sign up for the RDWL during the two contractually designated times. The list will last for approximately six months. During that time, a carrier on the RDWL may take their name off of the list at any time. However, they may not re-sign the list until the next contractual opening. Further, while able to get off the list, if the carrier has already been scheduled to work a relief day, they are obligated to work the relief day before their name is removed.

Article 8.5 and 30.2.D have established the pecking order of who works a rural route. Of course, the

regular rural carrier works their scheduled days. If there is a primary relief, then that person works next. After that a PTF may be assigned, then the matrix, followed by qualified reliefs. Then management **may** use any relief from the office, split a route or utilize the RDWL. Article 8.5 goes further to say:

“When a regular rural carrier is needed to work a relief day, due to the unavailability of a leave replacement, the Employer will...” (Emphasis added).

1. Utilize the RDWL. The RDWL is set up in seniority order of the carriers who have that cer-

Regular carriers can only sign up for the RDWL during the two contractually designated times

tain relief day. A carrier may not decline to work if scheduled. However, if the carrier has a scheduled day off (annual, sick, or an approved “X” day) on either side of the relief day, they shall be “skipped” unless they notify management in writing that they want to work the day. Also, any carrier in danger of 2080/2240 may be skipped.

2. Management may utilize any leave replacement from a neighboring office.

3. Management may accept volunteers. Note that management

is not required to solicit or ask for volunteers. Merely, that management may accept a volunteer.

4. Mandate by juniority. Unlike other lists, there is no rotation for this item.

The RDWL should only be used when there is no leave replacement available. If there are available leave replacements who could work, but management will not schedule them, that could be a contractual violation.

Rural carriers on the RDWL may choose between three choices:

1. They may come to a mutual agreement with management to schedule an “X” day within 12 weeks. The scheduled relief day is the same as an approved annual leave day.

2. A DACA Code 3: 50% pay for the day worked plus an “X” day scheduled by management. Note: Management must give the carrier at least three days’ notice of the scheduled “X” day.

3. A DACA Code 5: 150% pay for the day worked (no “X” day).

When a regular rural carrier is needed to work their relief day, they will always work their assigned rural route. It is the RCA (even if it is their primary assignment) that will be moved to a route that needs coverage.

Rural carriers not on the RDWL if required (or they volunteer) to work their relief day (options 3 or 4 above) will **only** receive the DACA

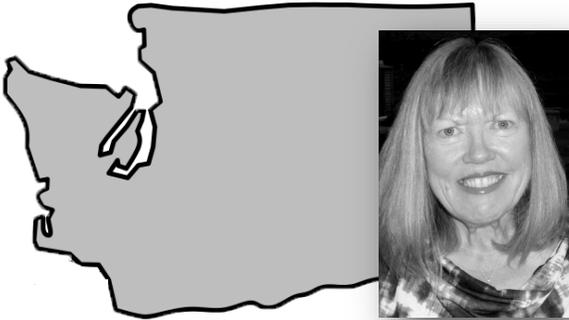
Code 3. Note: Only exception is if working their relief day because it was requested by their relief (see Article 9.2.c.5.j).

The choice to put your name or not on the list is up to you. It is dependent upon whether you want to and are willing to work your relief

day, the staffing in your office, and other individual factors. There is a plethora of information found on the www.nrlca.org website. Just look under Steward Operations, the Steward Reference Guide, then "R" for Relief Day Work List. As always, please remember that:

Ignorance May Be Bliss, but It Will Cost You!

Monte Hartshorn
Portland District Representative, NRLCA



Safety—Is It Really Important?

By Joyce Patteson, Seattle District Representative

Safety. When you look it up in the dictionary, you'll find several definitions including one that refers to a big guy on a football field. The ones that are important to us, as rural carriers, are the following: freedom from danger; lack of danger; and being unharmed or undamaged.

In our Postal Service life, we hear this word so many times a day that it becomes almost meaningless. A manager might tell us to be safe, or give a safety talk about the rules we need to follow in one breath, and then in the next, that same manager will tell us to hurry up - you're working too slow!! They might say something like, "What are you still doing here? Don't you know you have to make your evaluation? Don't you know you have to be back by 5? So what if you have three coverages, six tubs of flats, seven trays of DPS, and 300 parcels! Do I have to do this job for you??"

Okay, I might be exaggerating a bit, but the point I'm trying to make is that sometimes, our perception is that management talks safety, but it really doesn't matter

to them. Otherwise, they would see that we can't take shortcuts in our job and be safe at the same time! Honestly, some of the things they come up with never cease to amaze me! So, I ask you - is safety really important?? You bet your life it is!!

The thing is, no matter how much we feel like management doesn't care - **we** have to care! No matter how much we feel like management is pressuring us to hurry, and hurry some more - **we** have to

Working safely may get old, but so do those who practice it

be safe! We're responsible to ourselves and to our families, and **we** have to make it home safely.

Can management expect us to work efficiently? Yes, they can. Does management have a right to expect us to not engage in time-wasting practices? Yes, they do. You see, if you're working diligently and efficiently, and management is pressuring you, you need to respectfully remind them that you are working as safely and efficient-

ly as possible. Invite them to observe you doing your job and make suggestions as to how you might be more efficient and let them know that you'll be more than happy to take any suggestions under advisement, but don't let them cause you to forget to be safe.

There are many rules in our postal lives such as to get out and look before backing; when you park to curb the wheels, set the brake, put the vehicle in park, and take the key; avoid any unnecessary backing; push equipment rather than pull; always wear your seat belt; watch where you're walking; wear proper shoes; don't finger mail; don't talk on your cell phone; etc., etc., etc. I can't tell you how important it is to follow all of these rules because by following the rules, it will ensure that you make it home to your family.

According to the Postal Service, all accidents are preventable and for the most part, they are. Most accidents are caused because we're in a hurry. None of us want to be the one that gets into trouble for failing to meet management's usually unrealistic expectations; none

of us want to be the one that gets into trouble for getting caught dismounting the vehicle without setting our brake, or worse - failing to turn off the vehicle; and most of all, none of us want to have an accident or injury - serious or otherwise.

Following the rules takes time, and no matter what - we must take the time necessary to ensure our safety. As long as you're working to the best of your ability in a diligent and efficient manner while being safe, in the end, management really has nothing to complain about. If you're taking shortcuts and you get caught, there's really

no excuse that will be acceptable. Refer back to paragraph five of this article, and respectfully remind management that you are working safely, diligently, and efficiently. Ultimately, we are responsible for the choices we make - no one else.

If you have a government vehicle on your route, remember to do the vehicle safety check each morning. If there is a safety issue with the vehicle, insist on having it repaired and/or having the vehicle replaced in order to use it that day. If you find an issue with the vehicle, make sure you complete a PS Form 4565 - Vehicle Repair Tag, sign it, and obtain your copy from

management. Retain copies of all forms submitted and keep them in a safe place just in case you need to report the same issue(s) again. You may need them for documentation at a later date. Management requires safety and so should we.

There's a saying by an unknown author - "Working safely may get old, but so do those who practice it." It's a new year so let's resolve to get through 2020 with a new attitude and put safety in its place. Make it your number one priority every day and grow old.

NRLCA President Ronnie Stutts signed two important MOUs this month regarding the leave policy. One is regarding paid leave for RCAs, and the other is regarding the expanded use of sick leave for dependent care.

For RCAs, the MOU temporarily grants paid leave to RCAs during the COVID-19 crisis. This MOU does not apply to ARCs. RCAs will be permitted to use up to eighty (80) hours of paid leave in conjunction with the COVID-19 pandemic in the following circumstances:

- ⇒ The employee has contracted COVID-19 or has been directly expose to someone with the virus.
- ⇒ The employee is experiencing symptoms generally associated with the virus.
- ⇒ The employee has visited any country identified by the Centers for Disease Control (CDC) as a level-3 country within 14 days of the employee's return to work.
- ⇒ The employee returns from a trip on a cruise ship in which an identified case of COVID-19

was detected onboard the ship. ⇒ Consistent with the other temporary MOU regarding Temporary Expanded Sick Leave for Dependent Care during the COVID-19 pandemic.

With the exception of an emergency situation, paid leave for the above circumstances must be requested on a PS Form 3971 - Request for or Notification of Absence, and approved in advance by the appropriate supervisor. Employees should designate the reason for the requested absence as "Other" and write "LC19" in the space provided.

If the RCA experiences an emergency or an unexpected illness and can't obtain advance approval, the RCA must notify the appropriate postal authorities as to the emergency or illness and the expected duration of the absence. As soon as possible once the RCA returns to duty, they must submit a PS Form 3971 and explain the reason for the emergency or illness to the supervisor. The supervisor either approves or disapproves the leave request.

Once the supervisor has approved or disapproved the request for paid leave and signed the PS Form 3971, a copy is given to the RCA. If the supervisor disapproves the leave request, they must check the "Disapproved" block on the 3971 and annotate the reason(s) in writing in the provided space.

The paid leave outlined in the MOU will be recorded as Other Leave as indicated below:

- ⇒ Designation 78-0: Use PS Form 1314-A, Rt. #A999, and enter up to 8 hours per day/40 hours per week in Other Leave. The total combined work and leave hours may not exceed 40 per week.
- ⇒ Designation 79-0: Use PS Form 1314-A, and record DACA Code N for any day not served by the assigned carrier. For approved paid leave as outlined above, enter up to 8 hours per day/40 hours per week in Other Leave. Total combined work and leave hours may not exceed 40 per week.
- ⇒ Designation 74-0: Use PS Form 1314 and record DACA Code O

on the appropriate day for approved paid leave. If the leave is disapproved, record DACA Code L on the appropriate day.

The MOU as described above will expire on May 17, 2020. Immediately prior to the expiration of the MOU, the parties will revisit the issue to determine if an extension is appropriate.

Also in effect until May 17, 2020, is the MOU regarding the expansion of the use of sick leave for dependent care. In addition to the purposes outlined in the existing MOU in the National Agreement, employees may now use sick leave

for unexpected childcare needs as a result of the COVID-19 pandemic. Specifically, sick leave for dependent care may be used in the event the employee must care for a child as a result of daycare closures, school closures (Pre-K through Grade 12), or the unavailability of a child's primary caregiver as a result of COVID-19.

It should be noted that the MOU does not change the 80-hour limitation for sick leave that may be used for dependent care in any leave year. Approval of sick leave for dependent care will continue to be subject to normal leave approval

procedures.

While this continues to be a trying time for all of us, please know that you are providing a valuable service to our customers in this time of crisis and that you are - WE are - the tie that binds, and you are much appreciated each and every day. We will continue to take this one day at a time, always diligent in our duties and service to our customers.

Thank you, take care, be safe, and be well,

Joyce



Local Stewards

- Dawn Anderson, Benton City
- Laura Aries, Langley
- James Arvin, Cheney
- Dawn Ayers, Sumner/Bonney Lake
- Paige Barrett, Grandview
- Lisa Benson, Marysville Main
- David Blackmer, Monroe
- Josephine Carino, Coupeville
- Crystal Carrasco, Arlington & Smokey Point
- Rosemary Carrizales, Woodinville
- Lauri Chamberlin, Newport
- Lorrie Crow, Colville
- Susan Durgan, Port Angeles
- Kurt Eckrem, Marysville Carrier Annex
- David Hamilton, Blaine
- Karen Haukenberry, Enumclaw

- Chris Kaufmann, Eastsound
- Justin King, Walla Walla
- Thai Le, Vashon
- Isabella Lopez, Lake Stevens
- Jennie Murdock, Moses Lake
- Henry (Quang) Nguyen, Stanwood
- Alicia Peterson, Eatonville
- Gabrielle Pohl, Buckley
- Jody Rogers, Shelton
- Bonnie Salzman, Graham
- Billie Shinall, Pullman
- Darin Stone, Gig Harbor
- Jeffrey Taylor, Greenacres
- Corina Wietasch, Puyallup
- Rena Wise, Mount Vernon

Calling all prospective stewards! Are you knowledgeable about the contract? Are you an experienced rural carrier, either regular or relief? Do you like helping people?

Step up and become a local steward!

Local stewards have the best advantage because they have knowledge of the office's operations and management. Local stewards can help to diffuse a problem before it becomes a grievance. Did you know? The time you spend doing your duties as a local steward is paid for by the Postal Service instead of union dues!

Put the burden of grievances where it belongs: on management who violates the contract.

PAID TRAINING! Interested? Contact your district representative or assistant district representative for instructions on how to join the steward ranks.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Re: Temporary Paid Leave for Rural Carrier Associates

For the 60-day duration of this Memorandum of Understanding, rural carrier associates (RCAs) will be permitted to use up to eighty (80) hours of paid leave in conjunction with the COVID-19 pandemic in the following circumstances:

- The employee has contracted COVID-19 or has been directly exposed to someone with COVID-19.
- The employee is experiencing symptoms generally associated with COVID-19.
- The employee has visited any country identified by the Centers for Disease Control (CDC) as a level-3 country (currently China, South Korea, Iran, Italy, and most other European countries) within 14 days of the employee returning to work.
- The employee returns from a trip on a cruise ship in which an identified case of COVID-19 was detected onboard the ship.
- Consistent with the Re: Temporary Expanded Sick Leave for Dependent Care during COVID-19 MOU.

Except for emergencies, paid leave for the circumstances listed above must be requested on PS Form 3971, *Request for or Notification of Absence*, and approved in advance by the appropriate supervisor. Employees should designate the reason for the absence as "Other" and write "LC19" in the space provided.

An exception to the advance approval requirement is made for emergencies and unexpected illness; however, in these situations, the RCA must notify the appropriate postal authorities as to the emergency or illness and the expected duration of the absence. As soon as possible after return to duty, the RCA must submit PS Form 3971, and explain the reason for the emergency or illness to their supervisor. Supervisors approve or disapprove the leave request.

The supervisor is responsible for approving or disapproving the request for paid leave by signing PS Form 3971, a copy of which is given to the RCA. If a supervisor does not approve a request for leave, the Disapproved block on PS Form 3971 is checked and the reasons must be noted in writing in the space provided.

The paid leave outlined in this MOU will be recorded as Other Leave as indicated below:

- Designation 78-0: Use PS Form 1314-A, Route Number A999, and enter up to 8 hours per day/40 hours per week in Other Leave. Total combined work and leave hours may not exceed 40 hours per week.

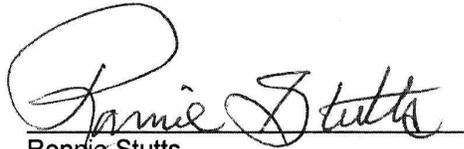
- Designation 79-0: Use PS Form 1314-A, and record DACA Code 'N' for any day not served by the assigned carrier. For approved paid leave, as outlined above, enter up to 8 hours per day/40 hours per week in Other Leave. Total combined work and leave hours may not exceed 40 hours per week.
- Designation 74-0: Use PS Form 1314, and record DACA Code 'O' on the appropriate day for approved paid leave. If leave is disapproved, record DACA Code 'L' on the appropriate day.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if an extension is appropriate.

This MOU will expire May 17, 2020.



Doug A. Tulino
Vice President
Labor Relations
U.S. Postal Service



Ronnie Stutts
President
National Rural Letter
Carriers' Association

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
UNITED STATES POSTAL SERVICE
AND THE
NATIONAL RURAL LETTER CARRIERS' ASSOCIATION**

Re: Temporary Expanded Sick Leave for Dependent Care during COVID-19

For the 60-day duration of this Memorandum of Understanding (MOU), in addition to the purposes outlined in the Sick Leave for Dependent Care MOU, sick leave may be used by an employee for unexpected childcare needs as a result of the COVID-19 pandemic.

Specifically, employees may use sick leave for dependent care in the event they must care for a child as a result of daycare closures, school (Pre-K through Grade 12) closures, or the unavailability of a child's primary caregiver as a result of the COVID-19 pandemic.

This MOU does not change the 80-hour limitation for sick leave that may be used for dependent care in any leave year.

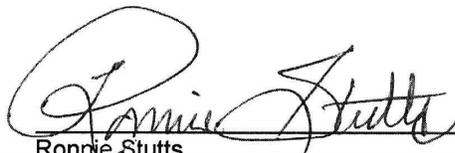
Approval of sick leave for dependent care will continue to be subject to normal procedures for leave approval.

The parties will revisit this issue immediately prior to this MOU's expiration to determine if an extension is appropriate.

This MOU will expire May 17, 2020.



Doug A. Tulino
Vice President
Labor Relations
U.S. Postal Service



Ronnie Stutts
President
National Rural Letter
Carriers' Association

The All Important CSA Number and Your Federal Annuity

by Nancy Savage (1977-2011), Executive Director

What is a CSA Number?

The CSA number is a number that federal retirees receive when they are provided an annuity at the time of retirement. CSA is an acronym for Civil Service Annuity. The old Civil Service Administration became the Office of Personnel Management (OPM) in 1979. The CSA number basically is the number that the OPM uses to identify the annuitant's retirement file and accrued benefits. It is also referred to by OPM as the annuitant's claim number. Basically think of the CSA number as similar to a Social Security Number (SSN), which identifies someone's Social Security benefits. The CSA number will read CSA followed by a 7 digit number and a suffix of Zero or CSA XXXXXXX 0.

Where do I find my CSA number?

There are three places where you will find your CSA Number.

Retirement Services Reference Card

OPM sends each retiree a small card with the CSA number on it. The card looks similar to a Social Security card. If you cannot find this card, no worries — there are two more places to find that all important number.

Annual Notice of Annuity Adjustment

Your CSA is also included in your OPM Notice of Annuity Adjustment that is sent to every annuitant in hard copy once a year, indicating how much your annuity will be for the upcoming year based on the cost of living increase. (Note this year, annuitants will not be receiving a cost of living increase, but should receive a notice just the same.)

OPM's 1099R

OPM will issue each annuitant in January a paper 1099R which reflects their payment of annuity for the previous year. This 1099R is filed with your federal and state taxes much like a W2 form. The 1099 R form has the CSA number on it under Account number or (Retirement Claim Number).

Survivor Annuity

When the survivor of an annuitant advises OPM of the death of their spouse and files for a survivor annuity, OPM will issue them their own CSF number, which refers to their survivor annuity. The CSF number will consist of CSF followed by seven digits and the letter W as a suffix. It will read CSF XXXXXXX W. The survivor annuitant will receive a Retirement Services Reference Card with a CSF number, Notice of Annuity Adjustment each year and a 1099R.

On Line Account with OPM

When you have either a CSA or CSF number, it is highly recommended that you go to www.opm.gov/retire and establish an on-line account so that you can download your own 1099R form in January, change deductions, etc. OPM is not easy to contact and the online services generally work well once your

account is set up. You can attempt to call them at 1-888-767-6738 between 7:30 a.m. and 5:00 p.m. Eastern time, Monday through Friday. You can also contact them using email at retire@opm.gov.

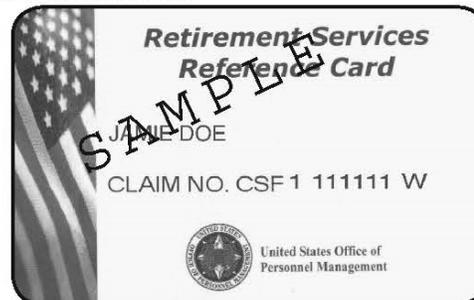
CSA Number and Your Family

Make sure your spouse and/or person in charge of your estate is knowledgeable about your CSA number.

Annuitant



Survivor Annuity



CSA #

PAID BY		STATEMENT OF ANNUITY PAID		2014
OFFICE OF PERSONNEL MANAGEMENT RETIREMENT OPERATIONS P.O. BOX 45 BOYERS PA 16017-0045		Copy C - For annuitant's records This information is being furnished to the U.S. Internal Revenue Service		OMB No. 1545-0048 Form 1099-R Retirement Income Social Security, Railroad Retirement, etc.
PAYER'S Federal Identification No.	Recipient's ID No. (Annuitant)	Account number (Retirement Claim No.)	1. Gross distribution	
5. Employee Contributions/ Designated Roth Contributions or Insurance Premiums	PAID TO →	CS 11111111 0	2. Taxable amount	4. Federal Income Tax Withheld
7. ROTH IRAs			11. State tax withheld	13. State Payer's state tax
8. Total Employer Contributions			12. State tax withheld	14. State Payer's state tax
			NONE	

To separate, tear on perforation

PAID BY		STATEMENT OF SURVIVOR ANNUITY PAID		2014
OFFICE OF PERSONNEL MANAGEMENT RETIREMENT OPERATIONS P.O. BOX 45 BOYERS PA 16017-0045		Copy C - For annuitant's records This information is being furnished to the U.S. Internal Revenue Service		OMB No. 1545-0048 Form 1099-R Retirement Income Social Security, Railroad Retirement, etc.
PAYER'S Federal Identification No.	Recipient's ID No. (Survivor)	Account number (Retirement Claim No.)	1. Gross distribution	
5. Employee Contributions/ Designated Roth Contributions or Insurance Premiums	PAID TO →	CSF 11111111 W	2. Taxable amount	4. Federal Income Tax Withheld
7. ROTH IRAs			11. State tax withheld	13. State Payer's state tax
8. Total Employer Contributions			12. State tax withheld	14. State Payer's state tax
			NONE	

To separate, tear on perforation

CSF #

WANT TO RECEIVE \$100?????

Recruit a Non-Member Regular and/or Non-Member PTF and receive **\$100**

(WARLCA Elected Board Members and NSS Full time Employees excluded from promotion)

Here are the details:

Recruit a non-member Regular carrier and/or non-member PTF carrier by having them complete and sign the 1187 dues form (available at warlca.com website). Send the signed 1187 ASAP but by June 30, 2020 to:

WARLCA Sec/Treas
2811 N Chase Rd.

Liberty Lake WA 99019-5002

Make sure you include your name and address as recruiter with the signed 1187 to receive \$100.

The new member receives 2 months of free membership valued at over \$115.00

Reasons to Join the NRLCA:

- 
1. **ATTEND** a NRLCA Steward Seminar. Do you really think you know everything about the contract and your duties? Only members can attend State sponsored local/state meetings as well as seminars and get answers to your questions, as well as the latest information.
 2. **RECEIVE** the National Rural Carrier Magazine Monthly and the Washington Rural Carrier Quarterly to keep up-to-date on all the changes affecting your career!
 3. Want to **SUBMIT** your resolutions on what you want the National Officers' to negotiate for our next contract, or suggest changes in safety, pay, benefits, retirement, etc.? Only members can submit resolutions.
 4. Want to ask someone about your **OWCP** claim? Only members can contact Devin at the NRLCA office to assist with your claim.
 5. Want to be a County/State **OFFICER** or Local **STEWARD**? Only members can run for County/State officer positions or be trained to be a local steward.

Check out the WARLCA.com website for more information.

STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

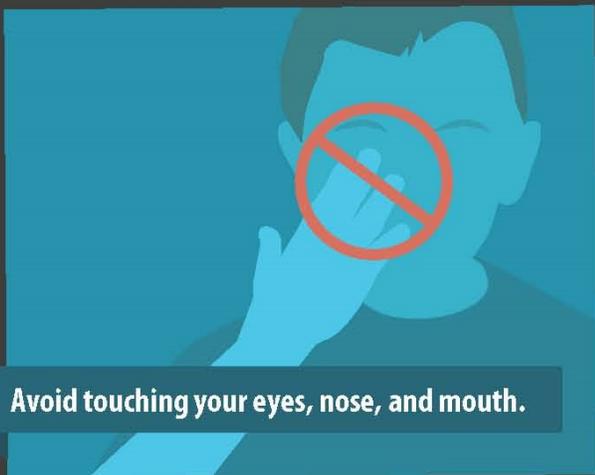
Avoid close contact with people who are sick.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



[cdc.gov/COVID19](https://www.cdc.gov/COVID19)



2020

Break out your glitz and glitter



Make Your Membership Count

Join your fellow Members at the WARLCA State Convention

It is going to be the Roaring 20s in Spokane, Washington

When? June 14 –16, 2020

Where? The Centennial Hotel

303 West North River Drive Spokane, Washington

How Much? \$108 a night. Prices good from June 12-18

Includes parking

For reservations call 1-509-326-8000 by 05/29/2020

Use code 2006wrlca2 when making reservation.



Meet and Greet Saturday June 13, 2020

Business Session June 14-16, 2020

Banquet Monday Night June, 15 2020 Featuring the Heather King Band

OWCP Seminar or Tour of Spokane PD&C Plant Sunday Night

Check the warlca.com webpage for more information

WARLCA 2020 STATE CONVENTION REGISTRATION

June 14-16, 2020

The Centennial Hotel

303 West North River Drive

Spokane, Washington 99201

Room rates are \$108 for single/double and free parking. To make your reservations call 1-509-326-8000 --- Use code 2006wrlca2. Note: WARLCA room block is open to State Convention attendees only. **Block is available until filled, but no later than May 29, 2020.** Rate is good for 3 days before convention and 3 days after convention

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Centennial Hotel? 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: _____ 20/21 County Officer? _____ If Yes, What Position? _____

There is a \$75.00 fee per delegate for registration; however the fee will be waived if all 3 of the following requirements are met: (1) registration form and payment is received in the office of the State Secretary/Treasurer by May 31, 2020, and (2) purchase one meal function, (not including the meet and greet) and (3) stay at the Centennial Hotel. Note: If registration form and payment are received after May 31, 2020, a \$75 registration fee is required and not waived. The purchase of meal functions may not be guaranteed with a late registration.

Saturday, June 13: Meet and Greet from 7 PM to 8:30 PM

Cost \$5.00 (under age 2 is free). Snacks and Beverage Service Provided #attending _____ \$ _____

SUNDAY JUNE 14, 2020: FIRST DAY OF CONVENTION STARTS AT 8:30 AM

Sunday, June 14: 1ST Timers to Convention Meeting at 8am (free) #attending _____

Sunday, June 14: County Officers Recognition Luncheon at Noon. All are welcome

Deli Buffet with fruit, salad, turkey, ham, chicken, cheese slices, bread, potato salad, chips, soup and dessert. Free to newly elected and pre-registered 2020/2021 Presidents, Vice Presidents, Sec/Treas, County Liaisons and PAC Chairs.

Cost to others \$30.00 #attending free _____ # attending paying _____ \$ _____

Sunday, June 14: OWCP Seminar with Mike Watson & Associates 7 to 9 PM (free) #attending _____

or Tour of the USPS Spokane Plant 7 to 9 PM (free) #attending _____

MONDAY JUNE 15, 2020: SECOND DAY OF CONVENTION STARTS AT 8AM

Main Banquet Buffet Dinner & Live Band Entertainment 6:30 PM. All are welcome

New York Strip Loin and Chicken Kebabs with salad, bread, vegetables, and huckleberry cheesecake.

Cost \$40.00 #attending _____ \$ _____

TUESDAY JUNE 16, 2020: 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 YOU WOULD BE WILLING TO MENTOR A FIRST TIMER AT THIS CONVENTION: Yes _____ No _____

CHECK HERE IF NEEDING VEGETARIAN OR SPECIAL MEALS: _____

(Please also contact warlca@gmail.com with your request)

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

Note: If you find you are unable to attend, please contact Becky Wendlandt for refund at warlca@gmail.com, however, no refunds after June 1st, 2020, until after convention and approved by board since we have to guarantee total number of meals ahead of time.

Notice of 2020 State Convention and Election of Officers:

The Annual State Convention of the Washington Rural Letter Carriers' Association (WARLCA) will officially begin Sunday, at 8:30 a.m., June 14, 2020 and adjourn at the close of business on Tuesday, June 16, 2020. The State Convention will be held at 303 West North River Drive, Spokane, WA 99201. Business sessions include voting on proposed constitution changes and resolutions, elections of officers, speakers' presentations, and other business that may be brought forth to the delegates.

The following officers will be elected:

President.....	Two-Year Term
Secretary-Treasurer.....	Two-Year Term
Region Two Committeeperson.....	Two-Year Term
Region Four Committeeperson.....	Two-Year Term

There will also be elections to fill vacancies if any of the other positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the offices. Nominations for any positions may be made from the floor.

This notification fulfills the requirements of pertinent labor laws issued by the Department of Labor, United States Government.

Are you planning on running for any officer positions open for election on the WARLCA State Board at the 2020 WARLCA State Convention?

If so, please set this date aside, Wednesday, June 17, 2020.

If you are elected there will be a board meeting on Wednesday, June 17, 2020, from 8 a.m. to approximately noon for all elected State Officers. There will also be the first full board meeting in July, 2020. The date will be announced later or contact your board for more information.

RULES FOR OBSERVERS

In the Election of Officers and National Delegates for the WARLCA

1. Each observer should identify himself/herself to the election officials, sign the observer log, and indicate which candidate he or she represents. An observer should notify election officials if he or she is scheduled to be replaced by another observer. A candidate may select themselves or some other person to be their designated observer.
2. While present during the collection of the voted ballots or in the tally area, each observer should wear a badge provided by election officials clearly marked "Observer" if requested to do so.
3. Observers, accompanied by election officials, may inspect the area in which the ballots are to be tabulated prior to the start of the voted ballot verification and tabulation process.
4. Observers must not campaign in the ballot collection or tabulation area in any way. They may not wear buttons or other campaign apparel, distribute campaign material, or engage in conversations with voters about candidates or the election campaign.
5. Observers should remain in the area(s) approved by election officials where they are able to see the voter tabulation process.
6. Observers may not roam around the tabulation area or disrupt the tabulation process in any way. They should direct any questions or report any problems directly to committee chair as soon as possible so that any necessary corrective actions can be taken.
7. Observers may challenge the eligibility of any voter by clearly specifying the basis for the objection to election officials. (For example, "I challenge the eligibility of Voter X because he is a new employee who has not yet paid dues.")

8. During the tally of ballots, observers may challenge the accuracy of the way votes are read from marked ballots and recorded on tally sheets and should state any objection to election officials as soon as possible so that any necessary corrective action can be taken.
9. Observers may not touch or handle ballots at any time or interfere with the tally process.
10. Prior to the start of the ballot verification and tally, the election officials will review the counting procedures with observers including voiding rules.
11. Observers will be requested to sign a Ballot Tally Certification at the end of the ballot tally process.
12. With regard to Rule #3 the election officials will meet with the observers to discuss the verification and tally rules as follows.

Date: June 13, 2020

Location: Centennial Hotel, 303 West North River Drive, Spokane, WA 99201

Time: 9 a.m.

2020 National Delegate Ballot Timeline and Notification

Here is the timeline for those wanting to be on the ballot for delegate to the 2020 National Convention.

April 25, 2020: Nominations must be received at PO Box 72, Liberty Lake, WA 99019-0072. Any nominations received after this date will be sent back as post office box closed. A member of the 2020 Election Committee, with the State Secretary-Treasurer observing, will do the final sweep of the post office box and close the box. Candidates, or their designee, can observe, and will need to contact the State Secretary-Treasurer for the time the final sweep will be done. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the December, January, February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine online at nrlca.org.

April 25, 2020: A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots.

April 25, 2020: A drawing of names for placement on the ballot will be held at 10 a.m. at the lobby of the Liberty Lake Post Office, 1423 N Molter Rd, Liberty Lake WA 99019. Two members whose names are not on the ballot will be doing the drawing, with the State Secretary-Treasurer observing. Candidates, or their designee, can observe.

Week of April 27-30, 2020: The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206. Candidates, or their designee, can observe.

May 20, 2020: The ballot mailing will be completed by this date.

The week of May 24, 2020 through May 31, 2020: Two members of the 2020 Election Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Spokane Post Office, Hays Park Branch, 3910 N Crestline St, Spokane, WA 99207-9998. They will make a determination if a correct address can be found and resend the ballot again in a separate envelope. Candidates, or their designee, can observe.

June 13, 2020: Two or more members of the 2020 Election Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Spokane Post Office, Hays Park Branch, 3910 N Crestline St, Spokane, WA 99207-9998 in the morning. Ballots will be tabulated by the 2020 Election Committee as soon as they return from the Spokane Post Office, Hays Park Branch, in a meeting room at the 2020 State Convention Hotel at the Centennial Hotel, 303 West North River Drive, Spokane, WA 99201.

Candidates, or their designee, can observe. All observers must first check with the 2020 Election Committee Chair and read and sign an observer's rules and sign in sheet. Any ballots that arrive after the final sweep of the post office box on June 13, 2020 will be returned to sender by the Post Office showing PO box closed.

June 14, 2020: Election results will be announced on Sunday, June 14, 2020 by the 2020 Election Committee at the 2020 State Convention at the Centennial Hotel, 303 West North River Drive, Spokane, WA 99201. If you have any questions please contact Becky Wendlandt, WARLCA Secretary-Treasurer at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or phone at (509) 710-7840 or email at warlca@gmail.com.

Notice

The secret election ballot for voting for WARLCA Delegates to the 2020 NRLCA National Convention will be mailed between April 28, 2020 and May 20, 2020. Any eligible member (those on the database by May 4, 2019) who has not received a ballot or any member who spoils a ballot may request a new ballot by contacting Pre-Election Committee Member Chair Levi Hanson at (509) 280-8610. If you request and return another ballot only the replacement ballot will be counted.

Please note revised instructions this year concerning mailing your ballot: In order for your ballot to be validated, **you MUST include your name and return address information as requested on the return ballot envelope. Your name and return address information on the return ballot envelope should be legible and match the information on the mailing label of the ballot packet you have received.** This will identify you as an eligible voter.

**January 29-31, 2020 WARLCA Board Meeting Minutes
Holiday Inn, Bellingham, WA**

Members In attendance: Kurt Eckrem: President, Lisa Benson: Vice President, Rebecca Wendlandt: Secretary-Treasurer, Isabella Lopez: Region Committeeperson 1, Lorrie Crow: Region Committeeperson 3, Paige Barrett: Region Committeeperson 4. **Alicia Peterson:** Region Committeeperson 2 was at NSS ADR training and unable to attend. No guests on Wednesday, January 29, 2020.

President Eckrem called the meeting to order on Wednesday, January 29, 2020 at 2 p.m. with all board members in attendance except for Alicia.

Ground Rules: The reading of the ground rules was waived by consensus.

Approval of Prior Minutes: The board approved October 23-25, 2019 minutes with no changes.

Board Policy: Under WRC/WARLCA Website added the following:

12. The board and editor will refer to the Guidelines of WRC Publication.

Under Elected and Appointed Officers Annual Duties & Responsibilities added:

8. Emails/Phone calls from members: If possible, acknowledge within 48 hours or away message redirecting to website to get other contact information when gone for

more than 48 hours. **If steward related information, tell the member to contact the appropriate steward and the board member needs to email the appropriate steward that the member had contacted you, with CC to President.**

Under WARLCA Equipment Preservation Policy added:

E. In the event that equipment is lost, the officer/**authorized user** in possession at the time of the loss may be required to compensate the Association for the value of said equipment as determined by the Board.

F. Computers and data storage devices must be password protected. Passwords must be listed on the "In Case of Emergency" form provided by all officers.

G. Computers should be protected by a reputable anti-virus program.

H. Equipment should only be used for WARLCA business **and by authorized users.**

Under Western States Conference added:

E. Reimbursement will be capped at \$7,000 with a maximum of \$300 per person that will be paid no later than 10 days after WSC adjourns.

Under New Hire Orientations added:

2. Board members shall have the option of attending new hire orientations as part of a full eight-hour

ADOP or may voucher for \$75 plus mileage for each orientation attended if not on sick leave. **An approved designee may attend orientations for \$75 plus mileage for each orientation attended.**

Under National Convention added:
1. When a delegate is absent from the floor during paper voting, the President or designee will turn in a blank ballot.

2. In case of emergency, it is recommended that the delegates notify the President or designee of their status.

Review Tasks: The board reviewed the tasks from October 23-25, 2019 board meeting and past ongoing tasks and updated each one.

State Officer Reports:

President: Kurt also has attended one orientation and used David Ray for the others, as well as compiling a list of current academy trainers. Kurt sent thank you and a pocket calendar to all academy trainers, compiled list and handouts for RCPs for annual meetings, and attended Peninsula counting meeting. Kurt is also 2020 National Convention Chair and is compiling a list of committee members. Kurt asked all RCPs to talk to state convention delegates at their annual meeting on duties and compensation and give them the handout.

Vice President: Lisa completed her task list and also compiled a current list of NSS for the WRC and board. Lisa reported that as editor she has completed two issues of the WRC.

Secretary-Treasurer: Becky updated the board on trademarks, recruitment, and dues going up for November 2019 salary increase and February 2020 salary increase. Becky suggested sending a mailing to non-members about the OWCP/retirement seminar on west side and state convention OWCP seminar and national convention retirement presentation in Spokane. Becky said she and Isa are meeting right after this board meeting to explain the website and as soon as Isa is ready she will be the new webmaster. Both Isa and Becky will update the website to the new platform with Go Daddy, and set up future reminders to go to Isa.

RCP 1: Isa updated the board that all three of her counties have their annual meeting scheduled. Isa said she is checking into a cruise for the banquet for the 2021 State Convention.

RCP 2: Alicia was not in attendance as she was being trained as an ADR with the NSS.

RCP3: Lorrie reported that she has contacted her counties but no set annual meeting dates are finalized yet.

RCP4: Paige reported that she is attending orientations and will attend Lower Columbia meeting since Alicia will be gone. Both her counties have their annual meeting dates set.

Correspondence: Kurt reported he has completed the state convention data sheet and sent it to NRLCA. Lisa reported that a mutual transfer request was made for the next paper and the board reached consensus to publish it. Kurt reported that NRLCA has advised him that as

soon as the NRLCA Auxiliary recognizes the WARLCA Auxiliary officers, they will write the WARLCA board. Until that happens, the WARLCA does not officially have an auxiliary. The board discussed "How to Regular" that Michigan developed. Patrick suggested asking NRLCA board for approval on using it for WA. The board developed the following request that Kurt will send to NRLCA.

"To the National Board:

The WARLCA state board has become aware of the publication 'How to Regular' produced by the MIRLCA, and found it to be an extremely valuable tool. We are urging the National Officers to consider allowing the WARLCA to reproduce the publication as a WARLCA special edition to be provided to our members. We feel our members would consider this tool as a valuable resource available as a single document that demonstrates the union's commitment to keeping our members informed."

2020 OWCP and Retirement Seminar: The board reviewed registrations and details for the OWCP and retirement seminars. Consensus was reached to mail a postcard to all members by March 1, 2020.

County Officers Training: The board will see how many new county officers are elected and then decide if a full training is needed or just have the RCPs train their county officers before their first county meeting.

The board adjourned at 6:15 p.m. on Wednesday, January 29, 2020 and reconvened on Thursday, January 30, 2020 at 8 a.m. All officers present except Alicia. Susie Hill joined the board in the afternoon.

WRC: The board reviewed the winter issue of the WRC and agreed to send it to the printer by January 31, 2020.

The Spring issue of the WRC will be: Articles to Lisa by March 10. (If you want the board to review them ahead of time, send by March 4)

Initial draft to board by March 20, 2020, and the issue needs to be in the mail by April 1, 2020. Lisa said that for the winter issue the salary will be ok instead of ADOP/reduced salary. Lisa will let the board know for the next issue.

Conference Call with Monte Hartshorn, NSS DR Portland District:

Monte updated the board on the latest problem of fighting the battle of starting time. Monte said the first day of convention he will be arriving by 6 p.m. since he is also at Oregon's convention.

The board went on a tour with the hotel since state convention will be held there in 2021.

2020 State Convention, Spokane, WA

The board reached consensus to purchase gifts for speakers. The board also reached consensus to purchase 2,000 magnets of the clock tower with NRLCA 2020 Spokane on it. Kurt will see if NRLCA will pay for some of it. Lisa will send the convention standing rules to the board for approval. Lisa will also bring member of the year plaque to Yakima board meeting where Becky will drop it off at Wildrose for imprinting on Friday before state convention. Election committee will be Doug chair with Levi as a member. Pre-election committee will be Collin and Jaymie with Levi as chair. Lisa will get Power-Point ready for the media committee with all documents needed on it and put on a jump drive. Paige will do the memorial and invocation. Lisa is in charge of first timers who will get \$5 Starbucks card and lanyard and a contest with a gift (no more than \$5 each for gift). Lisa is in charge of retirees' presentation with a \$5 Starbucks give card and we will brainstorm at the next meeting anything else.

Budget: The board reached consensus to keep sending a recruiter to the orientations. The board talked about the need to replace the secretary-treasurer's computer and will hold off so the new sec/treas can contact national on the requirements before ordering. The board reviewed each line item of the budget and nothing needed changed as of now. The board reviewed the CPA review for last year and had no questions. The board also decided to pay the current storage unit up through July 2020.

2020 National Convention: Kurt reported that the workers will be paid by national and receive 48K daily pay for the days they work, as well as hotel room. They need a total of seven or eight workers, not all will work each day, and they can't be delegates on the ballot. So far, he has: Susie Hill, Becky Pike, Sharlene Arras, Doug Rinehart, and Brian Poage. Midge Braman and Marilyn Schmizu offered to work the golf tournament with Joyce only.

The board adjourned at 5 p.m. on Thursday, January 30, 2020 and reconvened on Friday, June 31, 2020 at 8 a.m. All officers present except Alicia.

Legislative: The legislative training in DC will be May 16-20. Lorrie will be attending with the WARLCA paying for hotel and airfare. Kurt reported that Rick Larsen asked for WARLCA endorsement and he sent it to Paul. All 10 of our representatives are up for reelection as well as one Senator so this is a great time to contact them.

Social Media: Paige suggested a Facebook account for WARLCA. As per our social media policy all accounts have to be approved by NRLCA. Kurt will check into it at national.

Conference Call with Joyce Paterson, NRLCA Seattle DR: Joyce updated the board with the latest issues of some management asking for a doctor's note for even one day of sick leave. Joyce is hoping to meet with the acting District Manager Michael Mirides.

2021 State Convention: 2021 convention will be June 13-15, 2021 at

Holiday Inn and Suites Bellingham, 4250 Mitchell Way, Bellingham, WA 98226. Room rates at \$109 a night and meeting space cost will be \$1,000.00. There is no food/beverage (f/b) guarantee or room night guarantee.

2022 State Convention: 2022 convention will be May 22-24, 2022 at Red Lion Kennewick at Columbia Center, 1101 North Columbia Center Blvd, Kennewick WA 99336. Room rates are \$109 single/double, \$119 triple, and \$129 quad. This includes free breakfast buffet. The room set up fee is \$1,000.00. The f/b guarantee is \$2,000.00 and room night guarantee is 74 room nights.

2023 State Convention: Alicia will follow up with bid from Chateau Westport and notify the board.

Upcoming Board Meetings:
~~Spring Meeting: Thursday, April 9, 2020 meeting from noon to 5 p.m.~~
~~Friday, April 10, 2020 meeting from 8 a.m. to 5 p.m.~~
~~Saturday, April 11, 2020 meeting from 8 a.m. to 11 a.m. with travel in the afternoon. Location is the Yakima Oxford Suites, 1701 E Yakima Ave, Yakima, WA~~

Cancelled

WARLCA TRACKING FORM FOR 2019/2020 DUES YEAR														
NAME	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	Total	Total For Year
Isabella Lopez	0	4	0	4	0	0	0	4					12	
Isa Lost s/l & Anl	0	0	0	0	0	0	0	0					0	12
Alicia Peterson	2	4	0	6	0	0	0	0					12	
Alicia Lost s/l & Anl	0	0	0	1.5	0	0	0	0					1.5	13.5
Becky Wendlandt	8	10	8	13	8	6	6	7					66	66
Doug Rinehart	0	0	0	0	0	0	0	0					0	0
Paige Barrett	0	4	1	6	2	1	1	5					20	
Paige Lost s/l & Anl	1.5	0	0	1.5	0	0	0.75	0					3.75	23.75
Lorrie Crow	0	5	0	7	2	1	0	5					20	
Lorrie Lost s/l & Anl	0	0	0	1.25	0	0	1.13	0					2.38	22.38
Kurt Eckrem	0	6	2	5	0	1	1	5					20	
Kurt Lost s/l & Anl	0	0	0	0	0	0	0	0					0	20
Lisa Benson	1	4	0	5	1	0	0	3					14	
Lisa Lost s/l & Anl	0	0	0	0	0	0	0	0.75					0.75	14.75
Dawn Ayers	0	0	0	0	0	0	0	0					0	0
TOTALS	12.50	37.00	11.00	50.25	13.00	9.00	9.88	29.75	0.00	0.00	0.00	0.00	172.38	172.38

ote: This form shows the amount of ADOP taken for union business and the amount of ADOP paid for Lost Annual and Sick Leave. The "Total For Year" shows the total amount of both ADOP for union business and lost sick leave and annual added together.

Pre-Convention Board Meeting: Friday, June 12, 2020 travel in morning and meeting from noon to 5 p.m. Saturday, June 13, 2020 meeting and set up from 8 a.m. to 5 p.m. Location is the Centennial Hotel at 303 West North River Drive in Spokane.

Post-Convention Board Meeting: Wednesday, June 17, 2020 meeting and load out from 8 a.m. to Noon.

Location is the Centennial Hotel at 303 West North River Drive in Spokane.

First Full 2020/2021 Board Meeting: Tuesday, July 14, 2020 travel morning and meeting from 1 p.m. to 5 p.m. Wednesday, July 15, 2020 meeting from 8 a.m. to 5 p.m., Thursday, July 16, 2020 meeting from 8 a.m. to 5 p.m., Friday, July 17, 2020, meeting from 8 a.m. to

noon and travel in the afternoon. Location is the Hampton Inn at Ellensburg, WA.

(All dates are tentative)

Vouchers: The board reviewed and approved vouchers from October, November, and December 2019.

After a brief meeting critique, the board adjourned at 1:25 p.m.

Respectfully Submitted,
Becky Wendlandt



Stimulus Proposals to Support the U.S. Postal Service

The United States Postal Service (USPS) is a vital component of America’s national economic infrastructure. It provides affordable universal delivery of mail, newspapers, magazines, books and e-commerce packages to 159 million households and businesses in every state, territory and tribal community, six and often seven days a week. The economic recession caused by the Covid-19 virus poses a dire threat to the country’s only universal communications and delivery network.

Tens of billions of dollars in payments flow through the mail each day for tens of millions of households and millions of small- and medium-size businesses. More than a billion shipments of prescription drugs are delivered by USPS each year. And more than 25% of all votes cast in America’s elections are distributed through the mail – a percentage that is dramatically growing as more states opt for vote at home options. The Postal Service, which employs a diverse workforce of more than 620,000 Americans and is the largest employer in many states, lies at the center of a mailing industry comprised of the paper, publishing, marketing, shipping, e-commerce and printing sectors of the economy. This broader mailing industry, which generates \$1.4 trillion in sales and employs 7.5 million Americans, is similar in size and scope to the hotel, airline and auto industries.

Unfortunately, the deep economic recession we expect from this public health crisis poses a serious threat to the near-term viability of the Postal Service. The agency, weakened by a unique statutory mandate to prefund retiree health decades in advance at an average cost of \$5.4 billion annually since 2007, faces massive losses in the current crisis -- mail volume is expected to plummet as economic activity grinds to a halt due to efforts to stop the spread of the virus. In the 2008-2009 recession, mail volume fell by 20% over two years. If that experience were repeated today, the Postal Service’s revenue losses would approach \$4 billion annually – inflating the last year’s net loss of \$8.8 billion*. A deeper recession, which is likely, would reduce revenues much more and threaten the Postal Service’s solvency since the Postal Service’s cash on hand stood at just \$8.4 billion in December.

Congress could avert a major crisis in the mailing industry by taking urgent action to stabilize the Postal Service that would preserve its universal networks that are so valuable to our economy – and to our fight against the Covid-19 virus. We urge Congress to consider five postal proposals for inclusion in its omnibus stimulus legislation:

- 1) In order to stabilize the Postal Service during the coming recession, temporarily revive the 10% “public service” appropriation that existed at the time the Postal Service was created in 1971 for two years, setting it at 10% of the Postal Service’s 2019 revenues. This would provide the Postal Service with \$7.1 billion per year for two years and help it survive the coming recession.

Although the language authorizing this “public service” appropriation remains in the law (see Title 39

U.S. Code Section 2401 – Appropriations), its payment was phased out between 1970 and 1984 and the Postal Service has operated without taxpayer support since then. But given the dire emergency facing our nation and the Postal Service, its temporary revival would save millions of jobs in the broader mailing industry. A temporary 10% USPS subsidy would pale in comparison to the all-but-permanent 50% subsidy provided to Amtrak.

2) Additionally, Congress should repeal the retiree health prefunding mandate. This unfair burden accounts for nearly 90% of the Postal Service’s losses since 2007. Enacted in 2006, no other agency or enterprise faces this burden. A bipartisan majority of the House already adopted this proposal by passing the USPS Fairness Act (H.R. 2382) by a vote of 309-106 in February. Congress should include this bill in its stimulus package.

3) The 2006 retiree health prefunding mandate exhausted the Postal Service’s borrowing authority and has starved the agency of investment for more than a decade – leaving it in dire need of replacing its obsolete fleet of 210,000 vehicles with insufficient cash on hand. In order to stimulate the economy and create tens of thousands of American jobs in the manufacturing sector (which was in recession even before the present public health crisis), the Congress should invest in the Postal Service by making a one-time appropriation of \$10 billion for a new fleet of electric-powered vehicles – and for the associated charging equipment and technology at USPS postal facilities across America. This policy would strengthen the Postal Service, promote manufacturing jobs and help fight climate change.

4) To further boost jobs in the construction sector, Congress should enact an appropriation of \$5 billion to the USPS to finance long-delayed investments in the Postal Service’s facilities, including both repairs and replacements.

5) The current public health crisis does not just threaten our economy, but also the smooth functioning of our democracy. The novel coronavirus could disrupt the 2020 general election. It would be a tragedy if fear of infection depressed turnout in 2020 – or if it discouraged volunteers from serving as judges in polling place elections.

Vote by mail facilitated by the Postal Service offers a way to address this danger. Congress should include in its economic stimulus legislation the *Natural Disaster and Emergency Ballot Act of 2020*, a bill co-sponsored by Sens. Ron Wyden and Amy Klobuchar. The bill would expand vote by mail and early voting options and appropriate funds to help states cover the cost of printing, self-sealing envelopes, ballot tracking, prepaid postage for ballots and other necessary equipment.

As our country grapples with the Covid-19 crisis, the Postal Service can play an indispensable role in winning the battle against the virus that causes the disease by delivering public health information, distributing protective gear and supplies for health care workers, conveying the consumer goods purchased online by households at a time when normal shopping routines are disrupted, and by delivering the ballots of millions of Americans who worry about the dangers of voting in person in primary and general elections. Congress should help make sure this happens by including these postal proposals in its stimulus legislation. The millions of mailing industry employees, businesses that rely on the mail (both mailers and USPS vendors) and the American public need a strong U.S. Postal Service.

***Note:** The Postal Service’s \$8.8 billion reported loss for 2019 was comprised of \$4.6 billion in retiree health prefunding expenses and \$4.832 in non-cash actuarial charges associated with the valuations of the Postal Service’s future workers’ compensation and pension costs, both of which were artificially inflated by declining interest rates. The agency’s revenues from the sale of postage actually exceeded the costs of processing and delivering the mail by \$583 million.

WARLCA RESOLUTION FORM

CHECK APPROPRIATE BOX

- BINDING**
 NON-BINDING

The following Resolution was adopted on the (Date) _____ Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the (Year) _____ State Convention for consideration and appropriate action.

ISSUES

Check one:

- | | | |
|---|---|--|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> WARLCA CONSTITUTION |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> NRLCA CONSTITUTION |

The following procedures are suggested for effectively presenting state – adopted Resolutions:

- 1) Place only one Resolution per sheet.
- 2) Formatting instructions: Font-Times New Roman; Font Size 11;
New Language **BOLD; Omitted** Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended:
By: (a) Name of Document _____

(b) Article _____ Section _____ Paragraph _____

- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

Signature _____ (County Secretary)

Date Sent to State Sec/Treas _____

Revised
NRLCA Form 1187
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

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

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI
----------	-----------	----

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

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

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

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

SECTION B- FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL _____

DATE _____

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$29.31 Regular/ \$10.38 Relief per pay period.

LOC #	STATE
DATE	REMIT #

REBECCA WENDLANDT, STATE SECRETARY

SECTION C- FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE _____

Send to: REBECCA WENDLANDT
WARLCA STATE SECRETARY-TREASURER
2811 N CHASE LANE
LIBERTY LAKE, WA 99019-5002

WARLCA Membership Statistics



Member Totals by Class		Nonmember Totals by Class	
Regular	1,104	70-5 ARC	144
PTF	83	71 Regular	163
Retired	262	74 RCA VAC RT	3
Associate	2	76 PTF	7
RCA	611	78 RCA	196
Retired Associate	1	79 RCA AUX RT	17
Recently Retired	10	Total	530
ARC	39		
Cash-Paid	34		
Total	2,146		

Congratulations Retirees!	
DONAGHUE, TAMMY L	WENATCHEE
GUY, DEANIA A	GRANDVIEW
JEWELL, PATRICIA G	BELLINGHAM
KING, RANDOLPH R	BOW
MIELKE, DEBORAH K	DAVENPORT
NELSON, GERALD A	CENTRALIA
BRUNOTTE, DIANE J	CHATTAROY
VANDERHOLM, THELMA E	CHATTAROY

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

Diane Austin

Diane Huffman

Sylvia Ross

Mary Syreen

The WARLCA Membership wishes to honor them for their dedication to our Union and the Rural Craft.

Membership Longevity Awards

Last Name	First Name	MI	Award Type	Date Awarded
BROWN	DELMOND	o	60	1/25/2018
JOHNSON	DAVID		60	2/6/2018
KERN	KARL	F	70	3/7/2018
MACKEY	MICHAEL	E	50/60	6/1/2016
MONOHON	MARIE		50	1/6/2020
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
TURK	MARJORIE	A	50	5/30/2019
ZIMMERMAN	DONNA	E	50	1/25/2018

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 WRC.

Please Welcome Our New Members!

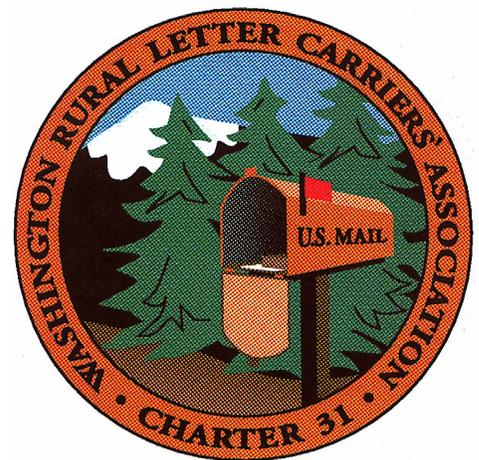
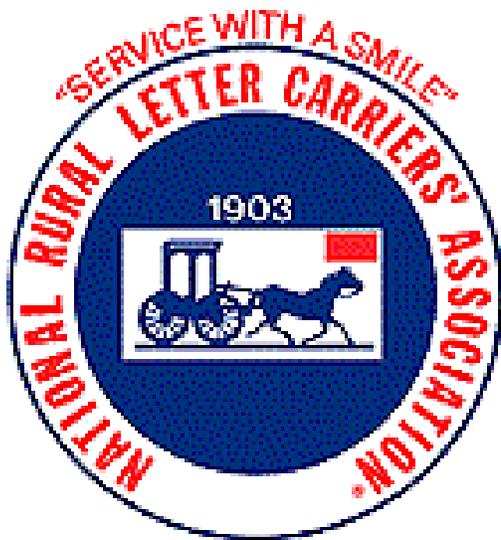
7 - RCA	AUBURN	LIU	FAAMAU	1 - Regular	PASCO	WALTERS	BRANDON
7 - RCA	AUBURN	BRIGGS	MARK	7 - RCA	PASCO	MCMILLAN	CARLI
7 - RCA	BATTLE GROUND	DI PALERMO	MARCY	7 - RCA	PASCO	CONNOLLY-SHEHEE	SHAYLA
7 - RCA	BELLINGHAM	BROWN	TERRANCE	7 - RCA	PASCO	JOHNSON	JESSICA
C - ARC	BELLINGHAM	NYSETH	NATHAN	7 - RCA	PASCO	NICHOLSON	SARA
7 - RCA	BLAINE	HAKSO	NIKOLAS	7 - RCA	PASCO	GLADNEY	SHAGAYLA
C - ARC	BREMERTON	GROWNEY	TINA	7 - RCA	POULSBO	FALK	JOSEPH
7 - RCA	BREMERTON	HARRIS	FLORA	7 - RCA	POULSBO	ROSHANFEKER	MALEHE
7 - RCA	BREMERTON	WOODS	NATHAN	7 - RCA	POULSBO	GETACHEW	BEZUWORK
7 - RCA	BUCKLEY	JONES	FRANCENA	7 - RCA	POULSBO	LARSON	JODI
7 - RCA	BUCKLEY	DOTY	JAIME	7 - RCA	POULSBO	SINGH	RUPINDER
7 - RCA	CASTLE ROCK	LINDQUIST	DRUCILLA	7 - RCA	POULSBO	SAHLEEN	ROGER
7 - RCA	CENTRALIA	THRUSH	TWYLA	7 - RCA	POULSBO	PRIEST	CRYSTAL
C - ARC	CENTRALIA	DEMPSTER	DIANE	7 - RCA	RAINIER	GARCIA	CHRISTA
C - ARC	CHEHALIS	HENNESSY	JESSICA	7 - RCA	RAVENSDALE	BOLTON	TRENT
7 - RCA	COLVILLE	ZUVER	GLENN	7 - RCA	REPUBLIC	SHIPMAN	MELISSA
4 - Retired	DAVENPORT	MIELKE	DEBORAH	7 - RCA	ROCHESTER	MURATA	SONYA
7 - RCA	DEER PARK	MYERS	ROBIN	7 - RCA	ROY	LEASIOLAGI	ATARAH
7 - RCA	EATONVILLE	ERDAHL-FAUCHALD	STACEY	7 - RCA	ROY	POTOCZNY	TAYLER
7 - RCA	ELLENSBURG	SHERMAN	ALEXANDER	7 - RCA	SHELTON	MCKOWN	RAY
7 - RCA	FERNDALE	LONG	ASHLEY	7 - RCA	SHELTON	CHRISTENSEN	SHELBY
7 - RCA	GIG HARBOR	GALPIN	KYLE	7 - RCA	SILVERDALE	CLEVELAND III	MICHAEL
7 - RCA	GIG HARBOR	HEATON	STEPHANIE	7 - RCA	SNOHOMISH	LEUNG	ANTHONY
7 - RCA	GIG HARBOR	HORDYK	CADEN	7 - RCA	SPOKANE	GUARNEROS	ALEX
7 - RCA	GRAHAM	MATERNE	HELENA	7 - RCA	SPOKANE	PARKS	SHAREENA
7 - RCA	GRAHAM	DYE	JAMES	7 - RCA	SPOKANE	RAMOS	AUGUSTO
7 - RCA	GRAHAM	HAMRICK	KEVIN	7 - RCA	SUMNER	THOMPSON	LEE
7 - RCA	GRANITE FALLS	HELGESON	ALYSSA	7 - RCA	SUMNER	MARIN	VICTOR
7 - RCA	GREENACRES	DREWERY	AISLINN	7 - RCA	SUMNER	TAYLOR	BROOK
7 - RCA	ISSAQUAH	AMBRIZ	HILDA	7 - RCA	SUMNER	PHAN	KAY
7 - RCA	KALAMA	BENKERT-BECKER	JILL	7 - RCA	SUMNER	EDMISON	SYDNEY
7 - RCA	KENT	JACKSON	BRIAN	7 - RCA	SUMNER	PARKER	CONNOR
7 - RCA	KENT	DELZER	EDITH	7 - RCA	VASHON	LENIHAN	BRIAN
7 - RCA	KENT	PALMER	JESSICA	7 - RCA	VERADALE	RAYNOR	SOLA
7 - RCA	LAKE STEVENS	MOHLER	JANET	7 - RCA	WALLA WALLA	HAVERINEN	RICHARD
7 - RCA	LONGVIEW	ANDREW	JOSHUA	7 - RCA	WALLA WALLA	MONTERO	BALDEMAR
7 - RCA	LYNDEN	SHANAHAN	ERICA	C - ARC	WALLA WALLA	KRAUSE	MICHAEL
7 - RCA	MEDICAL LAKE	HARSIN	JAMES	C - ARC	WENATCHEE	ZAVALA GONZALEZ	IBETH
7 - RCA	MONROE	BIRCHALL	SHEILA	C - ARC	WENATCHEE	IRVIN	CHRIS
7 - RCA	MONTESANO	MOREY	MACKENZIE	7 - RCA	WOODINVILLE	REEVE	MOLLY
7 - RCA	MOSES LAKE	WHITLEY	KATHLEEN	7 - RCA	WOODLAND	ABRAHAMSON	NATHANIEL
7 - RCA	MOUNT VERNON	FOWLER	DANIELLE	C - ARC	YAKIMA	DONE NUNEZ	LUIS
7 - RCA	MOUNT VERNON	WARNECKE	KAY	7 - RCA	YAKIMA	THOMPSON	CALVIN
1 - Regular	MOUNT VERNON	NEISINGER	ANDREW	7 - RCA	YAKIMA	HARRIS	QUINNEAL
7 - RCA	NACHES	DRAKE	KURTIS	C - ARC	YELM	HAVREBERG	EICHE
7 - RCA	OLYMPIA	FEBLES	MARIA	7 - RCA	YELM	TRIBON	DANIELLE
7 - RCA	PASCO	HALLS	LARRY	7 - RCA	YELM	ADAMS	DORIAN
7 - RCA	PASCO	BRADY	JULIE	7 - RCA	ZILLAH	SANCHEZ	AMANDA
7 - RCA	PASCO	JIMENEZ	LAURA				
7 - RCA	PASCO	KRECKOW	DONALD				
C - ARC	PASCO	KNUDSON	TIFFANY				
7 - RCA	PASCO	MILLER	BRYAN				
7 - RCA	PASCO	WHITE	EDWARD				

Washington Rural Carrier
2811 N Chase Lane
Liberty Lake, WA 99019-5002

Address change? Please let your State Secretary-
Treasurer know in order to keep your WARLCA and
NRLCA magazines coming!

Non Profit Org.
U.S. Postage Paid
Lynden, WA
Permit #20

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

~~Mar 29 2020: OWCP & Retirement Seminars, Tukwila WA
(POSTPONED)~~

~~Apr 16-18 2020: Western States Conference, San Diego CA
(CANCELLED)~~

Jun 14-16 2020: State Convention, Spokane WA

Aug 18-21 2020: National Convention, Spokane WA

Oct 4 2020: OWCP & Retirement Seminars, Tukwila WA

Due to the global crisis, all functions are tentative.
Please refer to warlca.com for up to date news.