

Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2019



Where Service Begins With a Smile



Great Wolf Lodge!
For state convention!

US Constitution
Article 1 Section 8 Clause 7

Postal Resolutions
New year, new goals

What Will You Allow?
*Drawing the line on
inappropriate behavior*

Odyssey Continues
A Postal Journey

Photograph by Charles Alexander

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And Appointed Officers**

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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



Announcements

The WARLCA State Board regrets to announce the following resignations from the Board. Stella Fazzino has resigned her Region 2 Committeeperson position and her Pac Chair position. Tony Lott has resigned his Vice President position, his Legislative Director position, and his Peninsula Counties' President position. The Board would like to thank them both for their service to the Association. The Board is also happy to announce the following appointments. Doug Rinehart has been appointed Region 2 Committeeperson, pro tem until 2019 election, and has announced that he will not be running for the position, and Dawn Ayers has been appointed PAC Chair pro tem until 2019 Convention. The Board looks forward to working with both of them, and their contact information has been added to the WARLCA website

Please join us in welcoming a new Area Steward to the Seattle District. Quang (Henry) Nguyen, the local steward in Stanwood, has been approved as an Area Steward with his appointment being effective Saturday, January 5. He has not been assigned to any particular offices as of yet. The assignments will be made as they become necessary. He will be a terrific asset to the team and he's in a perfect location to help us in the NW area of the state.

Calling all prospective ad hoc and academy trainers!

The Seattle District is searching for talented and passionate trainers! If that could be you, please call Renee' at (509)315-7012 or Joyce at (509) 580-0043!



If you are interested in being an WA Auxiliary Officer please call Cheryl Rodenbeck at 512-468-3591. To qualify to be an auxiliary officer you must be a married spouse of a WA rural carrier member.

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Where Are We Going? Where Have We Been?

By Kurt Eckrem, WARLCA President & Historian

When I decided to title my article as I did, I was tempted to add “and why are we in this handbasket?” There have lately been times when the outlook for our Union, and for unionized labor in general, has looked pretty bleak, but there are things going on that might lead a person to feel some optimism. But first, a little bit about where we have been.

One of the issues the WARLCA State Board has struggled with the last few years has been what to do with all the historical items that have been entrusted to the Association. From the origination of the NRLCA, and subsequently our individual State Association, to the present day, the accumulation of photos, documents, books, records, and all sorts of other memorabilia has become unwieldy, and the opportunities for our members to actually view any of the collection impractical. The bulk of it is stored at individual Board members’ homes, and only brought out in small quantities at State Conventions. The Board has discussed renting a storage unit, displaying a portion of the collection at museums, selling off some of it, or whether

So my question is this: is it still important? Do we still need our unions ... ?

we even need to keep all of it. However, after looking through much of our collection, the thought of discarding any of it saddens me. This is the history of our Association, and we should be proud of those who went before us and established the foundation of where we are now. The Board must also consider the cost involved when discussing any of these various options.

I was recently in contact with the University of Washington Labor Library, and they are interested in digitalizing a good portion of the printed items in our historical collection, in exchange for the Association donating some of our items to their collection. This option would allow much better access for those of our members who are interested in viewing the items and reduce the number of boxes and tubs kept in storage. The Board has yet to make that decision, and we are always open to suggestions, but at this point it

seems to be the most feasible option.

Now, for the “Where are we going” part. Those of you who have read my articles in past issues of the WRC know that I have spent the better portion of the space allotted me in urging members to become more active in the Union; to attend meetings; to vote when they receive ballots. I have been concerned that too many of our members are becoming complacent and apathetic, and that the benefits that have been successfully fought for and won over the years are being slowly eroded away, with fewer and fewer people even taking notice. A couple of months ago, rallies were held throughout the country to protest the Administration’s proposal to privatize the Post Office, which would be a disaster for rural carriers. In years past, a threat of that sort would have been enough for thousands of postal employees to get out in force and protest. The lackluster response was disappointing,

but not surprising. There always seems to be something more important going on, or the “someone else will take care of it” attitude. When I look at the historical items I re-

ferred to in the beginning of this article, I see pictures of auditoriums full of union members, earnestly conducting the business of the Union. I have looked at records kept of proceedings and meetings, establishing the rules and bylaws under which we operate today. Those people, those rural carriers, were not only working for themselves, to make things better for their fellow members, but also for those who would come after them. They felt it was important enough to take time out of their lives to make a difference.

So my question is this: is it still important? Do we still need our unions, or is the idea of workers uniting for the strength to make things better for all of them an outdated concept? Have we reached the point where we don’t recognize or don’t care that we are slowly sliding down a slope we may not be able to climb back up again? It’s true, we do have many

protections built into Federal law, such as the Fair Labor Standards Act, but is that enough? Do we need to continue the fight? We currently have an Administration whose stated goals are to do away with collective bargaining, reduce pay, and eliminate benefits for average workers. We have a Congress full of elected representatives who can't agree on anything, and so do nothing. Wealth is being concentrated in the hands of fewer and fewer individuals and corporations, at the expense of average working men and women, many of whom seem content to let that happen. The only thing standing between what we have now and a return to the days of sweatshops and company stores is the ability to unionize and present a united front when threats arise.

As I said before, there are some signs of encouragement. Right to work laws are being challenged where they exist, the minimum wage is being raised in many states, the election last fall saw an increase in the number of labor-friendly representatives voted into office, and workers in several non-union companies are seeking to organize. After years of declining membership in both public and private sector unions, and a great deal of anti-union bias, perhaps we are beginning to see a slight shift back towards a recognition that the only way to have a say in the pay and working conditions at your job is to stand together with your fellow workers, united in the belief that you can make things better. I hope I am right, because otherwise, we all better start working on a very large handbasket.



Secretary Stats & Treasurer Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

How are your New Year's resolutions going?

How would you like to have one resolution that you could cross out and say completed? It is never too late to help your financial goals by increasing your Thrift Savings deduction by 1% or more. Yes, the market is down, so that is a good time to buy before it goes back up. You will be so glad you did when you want/have to retire, and that day will come sooner than you think. You can go on Lite Blue/Postal Ease and change your Thrift Savings deduction any time. You don't have to wait until open season, so go now and invest in YOU!

Membership is growing slightly but turnovers are at an all-time high! I noticed that many of our new regular carriers had less than 2 years as an RCA. While many of us had waited 10 years or longer to get a route, that does not seem to be the case anymore. This is understandable, with USPS management being worse than ever, with hardly any training, knowledge, or caring for the rural craft. I am on the way to hit a new record this year, but not one I wanted to hit. With the numbers of new hires we

... a district in Florida has put in a process that retains 95% of their new hires ...

have now continuing, I will be entering over 1,000 new members on the database this 18/19 year! But our total members are only increasing by 10 to 20 new members! So, 1,000 plus hired and 1,000 plus fired or resigned. What a cost to the Postal Service, but apparently not a dollar number that attracts any attention by USPS headquarters. We heard at National Convention that a district in Florida has put in a process that retains 95% of their new hires, but my

attempts to get anyone to try it here has been "well it would be up to (someone else)". Our national officers know about it, in fact I found out from Shirley Baffa, but apparently the USPS does not care. So, what can we do about it? Well the next time your manager brings up they can't keep RCAs or can't seem to hire anyone, mention that a Florida USPS District has figured it out and why don't they do what they are doing! Maybe it will help, maybe not, but worth trying.

Finances: We are reviewing financial statements each month and at the board meetings. The high cost of sending a board member to orientations is a major

expense we are tracking. As you can see with the six-month financial statement, we are working hard to do all that is required, as well as attend orientations when possible. We were able to hold the county officers training in July 2018 and all who attended said was a great success.

Cutoff date for counties' annual meeting: All counties must hold their annual meeting by May 13, 2019. Remember our State Convention is June 23-25, 2019 this year. The notice for the meeting needs an agenda of voting for delegates to State Convention, resolutions, constitution proposed changes, and any other business and must go out at least 15 days before the annual meeting. County officers; if you could send me that information, as well as information for any other meetings, as soon as possible, I will list it on the website.

Want to be on the ballot for national convention delegate? You must **mail** your nomination form, no emails accepted. As per the instructions in the *National Rural Letter Carrier* magazine, nominations must be on the official form (or a copy of this form) and **mailed to PO Box 59, Liberty Lake, WA 99019-0059**. You can also find the *National Rural Letter Carrier* magazine online at nrlda.org. You will receive a postcard from me confirming that I have received your nomination form after the post office box has been pulled every other week. If you have not received this postcard or just want to confirm that I got your nomination, please call me at (509)710-7840 or email me at warlca@gmail.com. Allow time for the nomina-

tion to be received before the post office box has closed. The PO box will be pulled the last time on May 4, 2019. **If your nomination is not in there by then, you will not be on the ballot. Mail Early!**

2019 State Convention, officer positions up for election, and appointed positions information: The 2019 State Convention, to be held at the Great Wolf Lodge in Centralia on June 23-25, 2019, will have the positions of Vice President (2-year term), Region 1 and Region 3 Committeeperson (2-year terms), and Region 2 Committeeperson (unexpired 1-year term). Officer positions up for election as well as any that are vacated at the time. If you are interested in running for any of these positions, you can get a list of duties and responsibilities by contacting the State Secretary-Treasurer and/or the officer in the position currently. Also, you can find them on the WARLCA website main page, click "To Find out More about Elected Officers and Appointed Positions Obligations, Duties, and Responsibilities". Also, if you are interested in any appointed positions (PAC Chair, Editor, Webmaster, RCBP, National General Insurance Representative, Provident Guild Representative, Historian, and Legislative Director) please contact the State President with your name and position you are interested in.

If you have any questions, comments, suggestions, etc. I am only a phone call or email away. The very best to you as always,

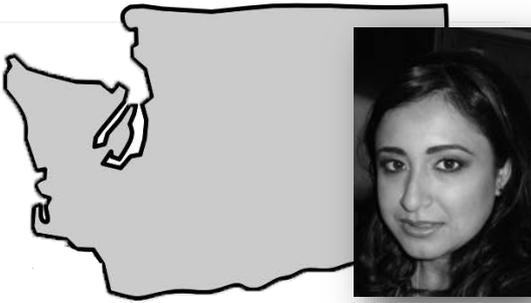
Becky Wendlandt

NAME	WARLCA TRACKING FORM FOR 2018/2019 DUES YEAR												Total	Total For Year	
	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	19-Jan	19-Feb	19-Mar	19-Apr	19-May	19-Jun			
Isabella Lopez	1	5	1	4	0	1								12	
Isa Lost s/l annual	0	0	0	0	0	0								0	12
Tony Lott	1	5	2	6	1	0								15	
Tony Lost s/l annual	0	0	0	0	0	0								0	15
Becky Wendlandt	11	14	7	8	3	6								49	49
Lisa Benson	0	0	0	0	0	0								0	
Paige Barrett	2	5	2	5	2	0								16	
Paige Lost s/l annual	0	0	1.5	0	0	0								1.5	17.5
Lorrie Crow	1	9	2	5	2	0								19	
Lorrie Lost s/l annual	0	2	0	0	0	1.13								3.13	22.13
Kurt Eckrem	4	7	7	5	1	2								26	
Kurt Lost s/l annual	0	0	0	0	0	1.5								1.5	27.5
Stella Fazzino	2	6	0	0	0	0								8	
Stella Lost s/l annual	0	0	0	0	0	0								0	8
Levi Lost s/l annual	0	0.75	0	0	0	0								0.75	0.75
TOTALS	22.00	53.75	22.50	33.00	9.00	11.63	0.00	151.88	151.88						

Note: 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.

<u>Statement of Activities</u>	<u>Jul '18-Dec '18</u>	<u>Budget</u>	<u>% of Budget</u>
Income			
4000000 · National General Ins...	9,987.96	19,00.00	52.6%
4050000 · Membership Incentive	3,285.00	5,000.00	65.7%
4100000 · Interest / Dividends	1,145.97	2,550.00	44.9%
4200000 · Membership Dues	125,829.48	242,547.00	51.9%
4400000 · Reimbursements	403.98	50.00	808.0%
4500000 · Sales	0.00	4,000.00	0.0%
Total Income	140,652.39	273,147.00	51.5%
Expense			
5000000 · Accounting Fees	1,911.00	4,900.00	39.0%
5100000 · Awards & Recognition	807.87	600.00	134.6%
5300000 · Employee Benefits	2,962.10	6,000.00	49.4%
5600000 · Lodging	9,784.51	6,000.00	163.1%
5700000 · National Convention	47,946.16	47,846.75	100.2%
5800000 · Office Expense	721.27	1,650.00	43.7%
5900000 · Payroll Taxes	4,439.87	9,000.00	49.3%
6000000 · Per Capita Dues	1,789.25	3,300.00	54.2%
6100000 · Postage	1,122.95	6,175.00	18.2%
6200000 · Printing	503.57	900.00	56.0%
6600000 · Salaries and Wages	50,350.09	105,932.75	47.5%
6700000 · State Meetings	13,256.79	49,100.00	27.0%
6701000 · State Paper	4,031.37	8,500.00	47.4%
6900000 · Telephone & Internet	714.00	1,400.00	51.0%
7000000 · Travel	6,203.40	12,370.00	50.1%
7100000 · Website Expenses	0.00	0.00	0.0%
7200000 · Western States Conf	0.00	4,650.00	0.0%
Total Expense	146,544.20	268,324.50	54.6%
Net Income	-5,891.81	4,822.50	-122.2%

<u>Statement of Financial Position</u>	<u>Dec 31 '18</u>	<u>Dec 31 '17</u>	<u>% Change</u>
ASSETS			
Checking/Savings			
1010000 · Chkg - WA Trust Bank	5,237.86	2,061.94	154.0%
1020000 · Savings - APCU	63,878.11	58,941.56	8.4%
1030000 · Chkg - APCU	291.55	386.43	-24.6%
1041000 · C.D.#75 12mo	42,226.56	41,664.10	1.4%
1430000 · C.D.#77 APCU 12 mo	31,887.07	31,493.49	1.3%
1460000 · C.D.#74 APCU 12mo	42,226.56	41,664.10	1.4%
1470000 · C.D.#76APCU24mo	21,882.50	21,591.02	1.4%
Total Checking/Savings	207,630.21	197,802.64	5.0%
TOTAL ASSETS	207,630.21	197,802.64	5.0%
LIABILITIES & EQUITY			
Liabilities			
2100000 · Payroll Liabilities	219.12	195.92	11.8%
Total Liabilities	219.12	195.92	11.8%
Equity			
3900000 · Net Assets	213,302.90	187,552.34	13.7%
Net Income	-5,891.81	10,054.38	-158.6%
Total Equity	207,411.09	197,606.72	5.0%
TOTAL LIABILITIES & EQUITY	207,630.21	197,802.64	5.0%



How Can We Help Them?

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

Maybe you are one of the lucky offices that just hired a new RCA. We all want our RCAs to succeed and by doing a little maintenance on your route, you can help them become better carriers.

Have you looked at your labels recently? Labels that are hard to read can be a big time-waster, we want them to pay attention to the names but how easy are they to read to begin with? Addresses shouldn't be written in and each address should have its own cell on the case. If you are running your route out of order consider how hard it would be for a new person to try and figure out how to deliver the route if you aren't there to tell them how to do it. Do you have a cheat sheet at your case? Do you write the streets on a sticky note for each row? Consider that both are good learning tools. A cheat sheet lists all the streets on your route and then identifies what wing and row on the case they can be found. The sticky notes helps them to find the street on the row faster because it's listed in the order they can find it. Your holds, vacant, and temporary forwards should all be clearly marked, if you do things differently than other carriers in your office you may consider writing down what they should watch out for. One thing I found helpful as an RCA was when a regular carrier put a little black dot on any address they would not deliver to.

Take a moment to look at your route as if you were the brand new person and remember how hard it was when you first began.

Have you looked in your route book lately? That binder that sits just below your case ledge should hold all the information your sub needs to do the route. There should be a PS form 4003 also known as the line of travel. This should be accurate turn by turn directions of how your route is run. Take a moment to look at it. I can't tell you how often I have found outdated 4003s in carriers' cases when I go to do an OJI with an RCA. Route maps are just as helpful and should also be in the route book, consider that some people have an easier time reading maps. I

put directional arrows on mine and points of interest to help orient them. Have you updated the 1564-B lately? This is the form you should use if you have any special instructions for your RCA, it would tell them customer information, businesses that are closed on certain days of the week, and dog warnings they could look out for.

The carrier case is just half the battle for the new person starting out. Mailboxes that aren't marked can be the biggest challenge to a person who doesn't know the sequence of delivery. Houses that are not clearly marked are also a big time-waster. We should remember that while we may know which house is which, the sub will not. You would be surprised by how many mailboxes I passed as an RCA that had bushes surrounding a box only to either have to turn around and go back or walk back when I realized my mistake sooner. So much that I learned eventually to always look at the ground for tire marks to tell me when a box was coming up. All of these things can be fixed by having management approve a PS

form 4056 also known as the **Your Mail Box Needs Attention** slip. Giving these to our customers can get them to put their house numbers on their house, their house number on their mail box, and make them cut back bushes or trees that are overgrown. It's not about trying to upset your customer it's about getting them to fix things that will lead to better service.

The few seconds they spend trying to figure out the address on an unmarked mail box, the minute they spend looking for an address that should be marked on the house, or even the second it takes to pull their mirror back when they get close to that overgrown bush eats up time they don't have. Take a moment to look at your route as if you were the brand new person and remember how hard it was when you first began.



Article 1, Section 8, Clause 7

By Lorrie Crow, Region 3 Committeeperson & NGIC Rep

Last year was just fraught with little surprises from the district office, leaving many of us scratching our heads and wondering how they come up with some of this stuff. I know as a local steward, I seemed to be in the supervisor's office almost daily arguing the validity of a new order passed down to the carriers. Thankfully, many of which were stopped almost immediately, thanks to the hard work of our national and state officers. Can't wait to see what 2019 will bring.

If you are anything like me, you are concerned about the talk of privatizing the Post Office. About a year ago, I started researching what it would take to accomplish this. For me, the obvious place to start was with the US Constitution. This led me down many different rabbit trails. I have never been much of a historian, but I have spent a great deal of time just following the different bits of information I found. Most of which isn't relative to what I was trying to research for this particular article, nonetheless I have a better understanding of how the P.O. was established and why.

There is so much information at our fingertips. I encourage all of you to read some of these and share what you learn with anyone who will listen.

From Wikipedia, the free encyclopedia:

Article One of the United States Constitution establishes the legislative branch of the federal government, the United States Congress. Under Article One, Congress is a bicameral legislature consisting of the House of Representatives and the Senate. Article One grants Congress various enumerated powers and the ability to pass laws "necessary and proper" to carry out those powers. Article One also establishes the procedures for passing a bill and places various limits on the powers of Congress and the states.

Article One's Vesting Clause grants all federal legislative power to Congress and establishes that Congress consists of the House of Representatives and the Senate. In combination with the Vesting Clauses of Article Two and Article Three, the Vesting Clause of Article One establishes the separation of powers among the three branches of the federal gov-

ernment.

From the Legal Information Institute:

Section 8. The Congress shall have power to lay and collect taxes, duties, imposts and excises, to pay the debts and provide for the common defense and general welfare of the United States; but all duties, imposts and excises shall be uniform throughout the United States;

Clause 7. To establish post offices and post roads; Annotation 38 of Article 1- **Postal Power** will give you a more in-depth explanation of Clause 7.

I realize that this has not answered the question of privatization of the Post Office and what it would take. Several of the articles I have read the most recent being Save the Post Office (<https://savethepostoffice.com/>) dated June 24, 2018 say that the privatization has been going on for decades beginning with the Postal Reorganization Act of 1970.

This particular article gave a 4-step process of how this has been happening. Step 1: Marketization, Step 2: Contracting Out, Step 3: Divestiture, Step 4: What comes next. In another article from Cato at Liberty, Tad DeHaven points out that the Constitution does not say that the federal government shall have the exclusive power to deliver mail. Neither does it require that the mail be delivered by an agent of the federal government. To be honest, it has proven to be difficult to find anything saying it will not happen.

The good news is that there are those out there fighting to keep this from happening. Laura Wu of Shippo at least believes it won't happen anytime soon. John Nichols's article in *The Nation* outlines the benefits that the Post Office provides and why it is a bad idea to privatize it. He touches on the current anti-privatization resolutions in the House and Senate. Surprisingly he is one of the few who refers to Bernie Sanders's proposed plan to preserve USPS which includes the end of the prefunding mandate.

I literally have printed out over an inch of articles

(I get eye fatigue reading on the computer) I have found on the internet. There is so much information at our fingertips. I encourage all of you to read some of these and share what you learn with anyone who will listen. The reason we succeed at our jobs is because we are all strong, independent individuals. However, our future is in the hands of our representatives and we are dependent on their help to keep the USPS and us going. If you aren't doing it now, I beseech you to begin contacting your Representatives on a regular basis to remind them how important the USPS is to our communities.

Respectfully Submitted
Lorrie Crow RCP3

Fun Fact: The Ochopee Post Office is the smallest post office in the United States. It is a tiny shed on U.S. Route 41 near Ochopee, Florida, 34141-9998. It is located about 3 miles east of the intersection of US 41 and State Road 29. The building used to be a storage facility for irrigation pipes of an adjacent tomato farm. Wikipedia



What Is Success?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

When I was a young teen, my parents started up a small business and dad started listening to a LOT of motivational speakers. There were books all around the house as well from authors Zig Ziglar, Dale Carnegie, Maya Angelou, and others. I was known to pick up a book every so often just because I was a nosy type and thought I wanted to know what dad was into! Some of the words that I encountered have stuck with me through some tough times in my life. There was a load of wisdom in those books. Yeah, why else would dad be reading them, right?

One that I remember often from Zig Ziglar says this, "Success means doing the best we can with what we have. Success is the doing, not the getting; in the trying, not the triumph. Success is a personal standard, reaching for the highest that is in us, becoming all that we can be."

Can a sentence be more powerfully packed? Success means doing the best we can with what we have. How many of us often convince ourselves that in order to do something, we must have all the latest luxuries that exist? For example, our cars must have the power door/windows, the sun roof, the back-up cameras, the radios that are also equipped with DVD

players and XM stereo to boot, the remote start, and climate control. Yes, that is all good and well, but ultimately, what you need is something that will get you from point A to point B. Even if you must unlock the door with a key, and manually crank the window down. Even if you must actually turn your head to look out the back window and use your mirrors to guide you in backing up. Even if, (and hopefully you can carry a tune) you end up having to sing to yourself. Sounds like an LLV, doesn't it? Success is the

doing, not the getting; in the trying, not the triumph. I believe this means that success is hard work. It is NOT the result of the hard work. Success doesn't come to you if you lay back and expect others to

do the work for you. It is the blood, sweat, and tears that comes in accomplishing the task at hand. Success is a PERSONAL standard, reaching for the highest that is in us, becoming all that we can be. You and you alone know what the absolute best is you can do. Don't sell yourself short. If, when you do the absolute best, you discover you can indeed do better, then do better! Most likely, nobody will notice or give you high fives for doing more. That is OK. YOU will know that you did better!

Success is a personal standard, reaching for the highest that is in us, becoming all that we can be.

I will wrap this up with one more of my favorites from Zig Ziglar. "If you can dream it, then you can

achieve it." Let's make 2019 a successful year of BIG dreams, thus BIG achievements!



Union Resources for U!

By Lisa Benson, WARLCA Editor

As a union member, one of the benefits you receive is access to resources to keep you informed. This year, I challenge all of you to become more involved, even if what that means to you is simply to take advantage of the resources made available. For example, you know that this magazine you're holding is produced quarterly and the *National Rural Carrier* is produced 10 times per year, but did you know that you could be missing out on more immediate access to knowledge?

Both our state association and the national association have websites; www.warlca.com and www.nrlca.org respectively. Did you know that from the national website you have access to all the latest news concerning union matters and your craft? Do you know where to find a copy of the EL-902 (contract)? Yes! It's online at www.nrlca.org. In addition, you can find all sorts of information and Step 4 settlements in the Steward Reference Guide, which is available to you even if you're not a steward. Also on the NRLCA official

Using the resources available to you ... is of vital importance. I can promise you that management isn't going to tell you about the things which may help you.

website are past editions of the *National Rural Carrier* magazine including special convention proceedings editions.

On our state association's website, www.warlca.com, you can find information regarding the WARLCA such as our state's history, Constitution, state board, local county unit boards, county unit meeting information, and more. You'll also find information regarding Western States Conference and our State Convention. Furthermore, I highly advise you to sign up for WARLCA email updates. These informative emails are sent directly to you as soon as the news is hot off the press. To sign up, see the instructions on page two of every issue of this magazine.

What is Western State Conference? The 11 states

making up the Western Area hold a three-day conference comprised of training seminars as well as some business meetings. Not only are the meetings highly informative, but you'll have a chance to mingle with most, if not all, of the NRLCA officers. Having such ready access to your national board leads to stronger connections and an overall more-informed craft. Plus, you'll delve into the general camaraderie that comes with being involved with rural carriers from 10 other states. The conference this year is in Tempe Arizona, April 24-26. You can find more information about WSC in this magazine or on the WARLCA website.

You also have access to a steward. A steward is a trained and certified representative of the NRLCA. While some offices are fortunate enough to have a local steward, others are represented by an area steward. All the rest are represented by an assistant district representative or the district representative. Do you know where to find out who your steward is?

Not only is the information listed on page two of every issue of *Washington Rural Carrier*, but it is also listed on our website, www.warlca.com.

Don't forget another very important resource: your union meetings! At the meetings, you'll have a chance to talk to fellow carriers outside your own office or a district-level steward. Make it a resolution in 2019 to attend all your union meetings, including State Convention and Western States Conference. State Convention this year will be held at the Great Wolf Lodge in Grand Mound from June 23rd through the 25th. Bring your families and let's also establish the Auxiliary program!

Using the resources available to you as a union member is of vital importance. I can promise you that management isn't going to tell you about the things

which may help you. Union participation benefits us all, as we can only be strong when we're all in it together. One stick may be easily broken, but the

bundle can withstand the force. Let's be an informed and involved force to be reckoned with in 2019!



PAC The Great Wolf Lodge

By Dawn Ayers, PAC Chair

Annual County Unit Meetings will be happening soon and then State Convention at the Great Wolf Lodge is set for June! Are you entered in the PAC the Great Wolf Lodge room raffle? If you aren't, you need to be because this raffle is a big one! This year's room raffle has been supersized! The winner of this raffle will receive not just one but THREE nights in the Majestic Bear Suite at the Great Wolf Lodge in Grand Mound! One room night typically retails for \$299.00. The price for raffle tickets is \$5.00 for one ticket or \$20.00 for five tickets! What an incredible deal!

You will want to call and make your reservations well before the drawing date though, so you are guaranteed a room. You can contact any state board member or a state PAC chair to purchase your raffle tickets. All raffle sale proceeds benefit NRLCA PAC! Secondly, we are asking for more sustaining donors. What is a sustaining donor, you ask? Sustaining do-

nors provide a steady influx of PAC donations that our National PAC Committee can count on monthly. As a sustaining donor you select an amount to be deducted from your payroll via an allotment that is withdrawn from your check every pay period. If you already have three allotments being used, you can do an EFT (electronic funds transfer) which is deducted on the 5th of every month.

Are you entered in the PAC the Great Wolf Lodge room raffle? If you aren't, you need to be because this raffle is a big one!

The minimum for an EFT is \$5.00 per month. From now until the June 21st drawing, when you sign up to be a new sustaining donor you will be entered in a drawing for a TENS

Machine with foot massager valued at over \$250.00. Never fear, if you are already a sustaining donor, you can get entered in the drawing by increasing your contribution by \$5.00. Contact the State PAC or your Region Committeeperson if you need assistance signing up!



Happy New Year!!!!!!!!!!!!!!

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

Congratulations on surviving one of the most difficult Christmas seasons that rural delivery has ever had. We have had to endure a severe lack of staffing which has led both regular carriers and leave replacements to work a tremendous number of hours without relief. In addition, we have delivered a record number of parcels. Rural carriers have definitely de-

livered for our customers. I sincerely hope that all are able to take a moment and reflect upon what you have accomplished. To each and every one: A job very well done!

As we all welcome 2019, I would like to fall back on a tradition: Resolutions! I have made a list of some resolutions that we might all wish to consider. See

how many you can do:

- * Attend a county, state, or national meeting. Become involved in your union and have your voice heard. We share a lot of information at each meeting. At almost all the meetings, there is an NSS (National Steward System) representative available to answer your questions. Sometimes, it is the question someone else asks that answers what you always wanted to know. Western States Conference is going to be in Tempe, Arizona in April and the Washington State Convention will be in Grand Mound in June. At each event there will be a national officer (Western States will have six) in attendance.
- * Elect a local steward in your office. Every office needs and should have a local steward. The local steward is the face of the NRLCA. If there are grievances to be dealt with, the local steward knows the background and people the best. And most importantly, management has to pay for the handling of grievances that they most likely started. The local steward is critical in keeping our dues low, while making sure that every rural carrier is represented. If you do not have a local steward in your office, seriously consider becoming one. If you do have a local steward, thank them.
- * Recruit a new member. All too often, when a non-member is asked why they have not joined the union, their answer is "No one ever asked me". At a proper time, invite a non-member to consider joining. A membership form can be obtained on our national website, www.nrlca.org. When all are equally sharing in the cost of education and representation, we keep our dues low.
- * Review your most current 4241-A. The 4241-A has our most current data about our route, our evaluation, and our pay. Are you being paid for all the boxes that you are delivering to? Most often, there is a small difference between the boxes listed on the PS 4241-A and what we actually have. This is most commonly from people moving to and from our routes (a box goes vacant after 90 days from when the customers left). But sometimes, the difference is more than just a few boxes. If the difference is more than an hour's worth, then the rural carriers (regular and relief

I have made a list of some resolutions that we might all wish to consider.

are being under or over paid. Don't forget that this can be easily corrected by a submission of PS 4003 by your manager. If you are asking for a PS 4003 submission, make sure to do it in writing. (Important note: Your box numbers will not change unless there is a 60-minute change. For less than a 60-minute change, there will be a "bank" time).

- * Review the mileage on your route. We get the mileage as if we drove our route down the normal line of travel. We do not get the mileage for driving up and down driveways to deliver signature mail or parcels. We also do not the mileage it takes to weave into and from mail boxes. Because of all the adjustments to our routes, our mileage may be off. Sometimes, during adjustments, management may just take the mileage measurements off of an old PS 4003. Sometimes they are inaccurate. It is up to the rural carrier to know if their route mileage is accurate or not. If you believe that the mileage is inaccurate, Article 30.1.E gives us the right to request a route remeasurement. We may need to have only a portion of the route or the whole route remeasured. Don't forget that the rural carrier assigned to the route has the right to observe the remeasurement in a non-duty status. But, if we are being asked to drive or record, then it is in a pay status.
- * Take a "fresh set of eyes" and look at your route. I have been a rural carrier for over 30 years now. I know what the roads are like on my route; I know the turns and everything. Except that things change and sometimes there are people or vehicles where I do not expect them. I need to be aware of my speed. I also need to keep looking with those "fresh eyes" for dangers or hazards that I might have just gotten used to. These hazards need to be brought up to management. If uncorrected and serious, then you may need to fill out a PS 1767 notice of Potential Hazardous Condition. It is both the regular and relief's responsibility to notice and report hazardous conditions. It would make me sick to be aware of something dangerous and then that danger hurt my relief. Reporting of hazardous conditions should be in writing so we have a record.
- * When we put in a request for annual leave, we use the PS 3971. We need to require that manage-

ment respond in writing within 3-5 business days whether our leave is granted. Don't forget that Article 10.2 states that we should get our desired leave provided a leave replacement is available.

- * Go to www.nrlca.org, log in, and then look at the Steward Reference guide under the "Departments" tab and then under "Steward Operations". If an RCA, then look under "R" for RCA Employee. There is a myriad of citations for different circumstances. If a Regular Carrier, look under "R" for Regular Rural Carrier Employee. You might want to also search for 2080/2240. If an "H" or "J" route, then look at "Free Saturday". There is a lot of information that if we are unaware of, we may be costing ourselves benefits.
- * Find and look at the PO-603. The PO-603 is entitled *Rural Carrier Duties and Responsibilities*. Whether we are aware of it or not, management holds us accountable to it. Chapter 1 is general requirements. Chapter 2 is duties in the office prior to leaving for the route. This is where we find the requirement that management must provide

us with adequate casing equipment. Chapter 3 is duties out on the route. This is where we find the language of how far we deviate off of our line of travel to deliver a parcel. Chapter 4 deals with responsibilities in the office when we return from the route. Chapter 5 details count and route inspections.

- * Be safe. Be involved in no accidents whether industrial or occupational. No vehicle accidents and no repetitive motion injuries. We need to make sure that we are wearing our seatbelts. We need to make sure that there are no tripping hazards near our cases. We want to keep ourselves and our co-workers safe. We need to be serious when we do our vehicle inspections. Not just a quick glance, but actually looking at the lights, the mirrors, the tires, and especially whether the emergency brake will hold while in gear.

Ignorance May Be Bliss, But it Will Cost YOU!!

Monte Hartshorn

Portland District Representative, NRLCA



The Line in the Sand

By Joyce Patteson Seattle District Representative

As a District Representative, I'm fortunate enough to receive a copy of the NCRLCA's paper - the North Carolina Rural Carrier, each time it's published. A short time after receiving the November/December edition, I was perusing the articles and a particular title caught my eye. The title was "What Do You Allow?" and was written by an ADR from the Mid-Carolinas District, Bethany Small. Since an idea was already formulating in my mind for my next article, this was of particular interest to me so I began to read the article to see what it was about.

The article began by asking if the readers had ever heard a saying 'what you allow will continue' and went on to discuss contractual violations going on in offices. I began to think about that saying in the context of what I had in mind, and it was as if I had been struck by a bolt of lightning. You see, my intent was to write an article about inappropriate behavior in the workplace, and yes, it's true. What you allow will continue. Not only will it continue, it will balloon

into something completely unacceptable but you won't know how to stop it.

If you have a relationship with one or a few of your co-workers where you banter back and forth in a not so private manner - perhaps even using a bit of colorful language, and another employee overhears you, what is that employee supposed to think about that? Would it be considered acceptable if they spoke to you in the same manner? Usually we take offense when someone we don't know well says something a little off-color or possibly sarcastic. So now something that was considered acceptable yesterday is now considered unacceptable simply due to the person that is saying it. Is that appropriate? The answer is usually no.

What if we do consider it acceptable from that other employee and then management decides to speak to us in the same manner? Do we consider that appropriate? Probably not, and in fact, we may even get angry and claim that management is harassing us

or being a bully. Where do we draw the line?

The best mannerisms we can display in the workplace are the ones that we would consider appropriate in any setting and with any person. There is no place on the workroom floor for any off-color language for instance. There is no place on the workroom floor for raising your voice in an inappropriate manner – ever. If you always treat people the way you would wish to be treated in any situation, you can't go wrong.

What is the best course of action if someone, especially management, speaks to you inappropriately – perhaps using off-color language, or raising their voice in an attempt to intimidate you? The first best option is to not react in kind. Think before you speak. Let them know in a calm voice that you don't appreciate being spoken to in that manner and if they

What you allow will continue; what continues becomes normal.

choose to continue, you will take the next step. If it's a fellow employee, you would then speak to management. If it's management, you would then file a grievance. Remember when I said to not react in kind? That is essentially the most important recommendation I can provide. If someone – especially management, is yelling at you on the workroom floor, treating you with disrespect, or being a bully, never react in kind. Always speak in a calm respectful tone of voice, and document the conversation the first chance you get.

If filing a grievance over a hostile workplace environment becomes necessary, the more documenta-

tion you have, the better the chance of success. The more you treat disrespectful behavior by turning the other cheek rather than escalating the situation, the better the chance of success. As a steward, it's difficult to represent a carrier in a workplace issue when the carrier displays the same behavior. Yes, management is held to a higher standard and has a higher level of responsibility in keeping the workplace pleasant, but we share that responsibility. If you yell at management, for instance, they may choose to have an investigative interview that perhaps leads to discipline. The discipline may get rescinded in the grievance process, but it's a grievance that may have

been avoided if you hadn't responded in the same manner as you were treated. Rather than dealing with a disciplinary issue in the grievance process, we could be dealing with a contractual workplace environment issue instead. Since the Union has the burden of proof in contractual issues, that's where your notes and documented events come into play. That's also where your calm respectful manner comes into play because you held the higher ground. Mud may have been slung at you, but rather than throw it back, you opted to let it dry; brush it off; smile; and file.

Always be the bigger person; always remain on higher ground; always treat people how you would wish to be treated; and don't accept inappropriate behavior and/or treatment from anyone. What you allow will continue; what continues becomes normal.

Always be the bigger person; always remain on higher ground; always treat people how you would wish to be treated; and don't accept inappropriate behavior and/or treatment from anyone. What you allow will continue; what continues becomes normal.

CAMPAIGNING



Rules

1. Campaigning is only allowed in a specific issue of the *Washington Rural Carrier* and at meetings where the meeting notices state "Campaigning will be allowed". However, if a Board member is being reimbursed to be at any meeting, s/he is not allowed to campaign, except at State Convention.
2. Campaigning in the *Washington Rural Carrier* will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper's format, and must be submitted by the member running for the position. Preferred method of submission is via email to warlcaeditor@outlook.com. Submissions must be received by March 31, 2019 for inclusion in the Spring 2019 issue of the *Washington Rural Carrier*.

3. No appointed or elected officers shall include campaign announcements in their officer reports including the intent to run for re-election or for any other position. The Editor shall be responsible to ensure compliance. Reports are not to include candidate endorsements.

4. The WARLCA Secretary-Treasurer's office will make available to any candidate or candidate's campaign, self-adhesive, pre-printed address labels of all WARLCA State Officers and County Officers for any campaign announcement or mailing desired. The fee for each pre-printed label is 5 cents plus \$10 fee for the labels to be mailed to the requester. Requests must be made in writing and mailed to the WARLCA Secretary-Treasurer. The request must contain a statement that the purpose in obtaining the labels is for the announcement or campaigning related to the individual seeking a state officer position and/or as a delegate to national convention.

5. Due to privacy issues, the membership list is not available as public information. Any state-wide membership campaign mailing must be sent to the Secretary-Treasurer as follows: individually sealed, stamped envelopes with the sender's return address two weeks prior to requested mailing date. Membership labels will be applied by the Secretary-Treasurer or designee for a fee of \$250.00



Million Mile Award

WARLCA member Jim Hemrich (left) joins the elite class of Postal employees to drive for a minimum of 30 years without and accident. Way to go, Jim!

2019 WESTERN STATES CONFERENCE April 24-26, 2019



Your 2019 Western States Conference is just around the corner! Make plans to come listen to your National Officers as they give you the latest information on all the current issues affecting you as rural carriers. In addition to the many helpful seminars available, your National Board will have Q&A and time for one-on-one discussions with YOU! See future issues of the *National Rural Letter Carrier* magazine and your *Washington Rural Carrier* (WRC) magazine for the WSC registration application.

**Embassy Suites
by Hilton
Phoenix Tempe**

4400 South Rural Road
Tempe, Arizona, 85282
Phone: (480) 897-7444

Room rates are \$160 / night including tax, happy hour and free shuttle service to and from the airport. Room rate applicable 3 days before & after conference.



2019 Western States Conference

DATE: April 24-26, 2019 (Wednesday afternoon through Friday)

LOCATION: Embassy Suites by Hilton Phoenix Tempe 4400 S Rural Rd Tempe, AZ 85282

Phoenix Sky Harbor International Airport - Free airport shuttle.

Room Rates: The room rates are \$140 per night plus tax, Single King and Double bed Suites (up to 6 guests per room, additional \$10 per guest at third person) if reserved by March 22nd.

Phone 480-897-7444 for Embassy Suites Direct use Group Code WSC. Make your reservations early before the block is full. Rates are good 3 days prior to/after the Convention. These suites have a couch that makes into a bed, coffee makers, refrigerators and free Wi-Fi. Includes Breakfast Buffet and Manager Reception in evening. Complimentary shuttle within 3 miles, includes Downtown Tempe, Arizona Mills Outlet, LEGOLAND Discovery Center, SEALIFE Arizona, Tempe Marketplace. Plenty of places to eat within walking distance.

Conference Registration:

	Number	Total
Registration Fee (Cost is \$85 after April 1st) \$75	x _____	\$ _____
Includes Meet & Greet, Breaks, Lunch on Thursday, Seminars		
PLEASE PRINT :	TOTAL ENCLOSED	\$ _____

Name(S): _____

Address: _____

City/State/Zip: _____ **Phone# :** _____

Email: _____

ENCLOSE CHECK PAYABLE TO "AZRLCA" FOR TOTAL AMOUNT. Add Late Fee of \$10 after April 1st. MAIL BY APRIL 1st to: AZRLCA, PO BOX 1017, Higley, AZ 85236-1017
Questions: Call Trudy Ewing at (480) 580-6161 or Email: azrlcasectreas@gmail.com

The Odyssey: A Goodwill Tour Continued

By Philip Bergman

If you missed the first half of this story, check in your Fall 2018 edition of the *Washington Rural Carrier* magazine! Misplaced it? It can also be found at www.warlca.com!

One of the little quirks about Whatcom County is that it has two company towns. These are towns that exist solely as bases of operation for a company, in this case, Seattle City Light. The towns of Newhalem and Diablo are populated by employees of either the Skagit River Hydroelectric Project (part of Seattle City Light), or the park service for the North Cascades National Park. If that weren't odd enough, in terms of public roads, Newhalem and Diablo are transportation exclaves of Whatcom County. In other words, you can't drive to Newhalem or Diablo without first leaving Whatcom County. These company towns lie on State Highway 20, which in its course, runs close to the upper edge of Skagit County, then sneaks northerly into Whatcom County briefly before dipping back into Skagit County again before continuing eastward to Okanogan County. Also, as company towns, they don't have their own ZIP codes. They use the Rockport ZIP code, which means they are serviced out of Skagit County. This meant that I didn't really have to include Newhalem or Diablo as part of this. But they are towns in Whatcom County. I decided to visit them first. As company towns, with national park services besides, they do have a small source of revenue in tourism. As I visited the gift shops in both towns and purchased postcards to send out, I inquired about the mail service. Without judgment, they told me that their mail does indeed come from Rockport. I asked why not Marblemount, since Marblemount is closer. They were a little unclear on the details, but as well as they understood, the mail comes from Rockport, then goes to Marblemount, and then out of Marblemount to their administration building in Newhalem. They further told me that their administration building has a little post office inside for company employees to receive mail and to send out things to their friends and families, and that sometimes tourists like to mail stuff from there too. Well, that sold me. It may not be an official post office, nor is it staffed with actual USPS employees, but darn it, it was a post office in my book now! I went over to the administration building and bought the postage to mail out one of my postcards. This one went to my county vice president who at the time, was recovering from surgery. Similarly, the North

Cascades Environmental Learning Center in Diablo has a gift shop that not only sells postcards, but also individual stamps to mail them out, and will let you deposit your postcard with their outgoing mail. So I did that as well, sending one to my presidential predecessor who is now retired.

After learning what I had in Newhalem, I decided to extend my goodwill tour beyond post offices in Whatcom County, to include those that are in another county (in this case, Skagit), that also service addresses in Whatcom County. Based on my trip to the company towns, this would include both Marblemount and Rockport. It would also have to include Sedro Woolley, which has addresses in Whatcom County, south of both Acme and Bellingham. I tried to mail out the rest of my postcards from Marblemount and Rockport that same day, returning from the company towns. Unfortunately, as with Sumas and Glacier, these offices also close earlier than I expected. It would take another trip on another day to make it to those two offices. Marblemount, being further out, was first. Marblemount is another really small town, yet its post office has a parking lot that can accommodate several cars, a blue collection box outside for drive-by drop-offs, and a building that looked bigger than the ones in Acme and Glacier, combined. I talked to the clerk at the counter, who told me that there was a case there, and the carrier there delivers part of Rockport, then comes to Marblemount, delivers Marblemount and drops off the company mail in Newhalem.

At Rockport, the story was similar, but slightly different. The clerk there said Rockport has one carrier in the rural craft, and one highway contract carrier, the former serving only Rockport and the latter casing and delivering mail for all of Marblemount, and part of Rockport, including Newhalem and Diablo. I'm still not certain I fully understand, and probably won't unless I somehow get to shadow for a day down there. Either way, the clerk in Rockport was very pleasant and personable. The Skagit County portion of the goodwill tour concluded a half hour or so later when I purchased postage out of the Sedro Woolley office. The most interesting thing about my experience there was that I had a little trouble finding it, because my GPS needs to be updated. It said there was no post office in Sedro Woolley, the nearest one being in Burlington. Luckily, my smartphone is more up-to-date.

Having finished off the offices in Skagit County that qualified for this tour, I returned my focus to those actually inside my county. My plan for this goodwill tour included every post office in Whatcom County, and that included two somewhat inconveniently located branches. Lummi Island, serviced out of the Ferndale office, requires a ferry ride. But even more inconvenient is Point Roberts. Though I cannot state with any degree of certainty, I cannot help but imagine that every native of Washington state learned in elementary school about the peninsular exclave Point Roberts, created by the enthusiasm of Manifest Destiny and its motto of "Forty-eight forty or fight!" for what was known as the Oregon Territory. Given the hassle of getting to Point Roberts, I think we might have taken that motto a little too literally. But still, I was committed to the cause. Grabbing my passport, I made my way up to the Peace Arch crossing, into British Columbia, around Boundary Bay, down through Tsawwassen to the border crossing into Point Roberts. As I mentioned earlier, I'd been to Point Roberts once before, and I had no trouble getting across the border then. However, that previous trip had been on a sunny day where the beaches and parks were beautiful, it was warm enough outside to not need a jacket, and I had a companion to enjoy the town with. This time, I'd chosen to visit Point Roberts on an overcast, cool, and windy day, and I was alone.

Now, place yourself in my shoes for just a second. Imagine you're trying to do a goodwill tour for, what again? Your local chapter of the union? That you chose to do yourself, under no duress? What do you suppose is going to be the most likely response of Border Patrol if you tell them that you're visiting Point Roberts just to use the post office there? Yeah... that's what I thought. So I told them I was going there to sightsee. On a windy, overcast day. The guard looked at me and said, "Come on, there's gotta be better places to go." I kid you not; that's what she said. I just replied that I'd been there before and wanted to visit again; plus, I heard they had a really good seafood restaurant there that I wanted to check out. That got me in finally. And after mailing off a payment at the Point Roberts post office, and even getting to briefly talk to the contract carrier there as he was loading his vehicle, I did indeed spend some time driving around the town, and even spent about a half hour at Lighthouse Marine Park just sitting, watching the waves, and getting lost in thought. After stopping for some lunch at one of the restaurants there, I decided to head back. I'd only been there a

couple hours, so Canadian Border Patrol wasn't thoroughly convinced of my sightseeing story. Fortunately, it had started to drizzle while I was eating lunch, so I was at least able to semi-truthfully tell them that the rain put the kibosh on any further tourist activities I'd been contemplating. Which is the same thing I told U.S. Border Patrol when I came back through the Peace Arch an hour later. Four border crossings in a single trip, in a single day, for the sake of goodwill to our Point Roberts family. I'm either seriously dedicated to this cause, or seriously in need of a social life. The two are not mutually exclusive though, and in fact may be a textbook definition of a "vicious cycle." But I digress.

As I began to wrap up this goodwill tour, with only one known post office left, I naturally visited the USPS website to make sure there weren't any other sites that were escaping my notice. In doing so, I discovered that the office in Glacier isn't technically a bona fide post office. It is instead considered a "Contract Postal Unit." I'm not sure why it isn't considered an actual post office. Other CPUs are businesses like gas stations or supermarkets or office supply stores. They're like Commercial Mail Receptacle Agencies (CMRAs), only they're, for want of a better term, licensees and franchisees of USPS. Other than the fact that the Glacier branch shares a building with the water district, and the clerk wasn't wearing a uniform, I wouldn't have thought it wasn't an actual clerk-service post office. The only business conducted in that part of the building is postal. Nevertheless, this wasn't technically a post office, nor were Newhalem and Diablo, which I bent the rules for as well. Newhalem's post office inside its administration building isn't even considered a CPU, village post office (VPO) or an Approved Postal Provider in any sense on the USPS website. So that left me with a decision. Do I just consider these as flukes, overcommitment to the cause? Or do I expand the tour to include CPUs and VPOs? If you've read this far, you know I've been about the whole idea getting bigger and bigger as I go along. However, I drew the line with CPUs and VPOs. No other Approved Postal Providers allowed, since according to the website, all they do is sell stamp booklets only, and given how many APPs there are in Whatcom County, I didn't think that I really needed twelve booklets of stamps on hand. So this ended up adding another three stops as part of the tour, bringing me up to 23 stops total, 24 if you count the wasted trip to the defunct Nooksack branch.

Well, it isn't all like it seems on the webpage. The

VPO in the Lummi Nation doesn't have a scale or P.O. boxes, or any service other than stamp booklets, a drop box for stamped letters, and handing out Priority and Express Mail packaging. They hand out the packaging, but they have no way to assess postage for usage of said packaging. The CPU out of Yorky's, though, did sell individual first class stamps, though I got the impression that they don't do a lot of postal business, having to double-check how to administer these services. Still, this CPU is the closest thing to there being a post office in the ZIP code it's located (the ZIP code being serviced out of the Mount Baker Station in Bellingham, located in another ZIP code). The last CPU was on the campus of Western Washington University, inside Viking Union. The postal setup for the university is a little unusual, as all mail receiving services for the school are done at a facility on the south side of campus, but the CPU that sells stamps and handles clerk services is inside Viking Union, on the north side of campus. Being unfamiliar with the layout of WWU, I had a little difficulty finding a place to park, the right building, and the right place to go inside the building. But I found it. This was the place I had the longest wait, as the person at the counter was helping a customer who was having trouble. And while this location is on campus, the person having difficulty mailing something out was

older than me, and not a fellow millennial, thank you very much. I managed to get my item mailed out and back to my car before the time on my paid parking expired, thankfully. I also learned that next year, the CPU will be moved to Haggard Hall, near the Union.

My final destination on the tour was the post office on Lummi Island. I did this intentionally because I had never been to the island before. In fact, the closest I'd come to being on a ferry was taking the Sea-Bus out to Lonsdale Quay in British Columbia. Having driven everywhere else and visited every other nook and cranny of the county, I purposely made the last stop the one area I'd never been to before. The initial trip got delayed because the dock for the ferry had been under repair for a week or so, making mail delivery there very difficult, as only pedestrians could be ferried across. But finally, it was repaired, and I made my visit. I made it there with about fifteen minutes to spare before the Lummi Island office closed. I had to finish writing up the piece I was sending, so the clerk had to wait for me, for a change. But it went out, and thus my tour was completed, allowing me to enjoy the ferry ride back to the mainland, after driving around and exploring the island a little.

Be sure to read the conclusion in the next issue of the *Washington Rural Carrier* magazine!

Catch the conclusion of this postal adventure in the Spring 2019 issue!

October 21, 22, 23, 24 2018 WARLCA Board Meeting Minutes The Centennial - Spokane WA

Members in attendance: Kurt Eckrem, President; Tony Lott, Vice President; Rebecca Wendlandt, Secretary-Treasurer; Isabella Lopez, Region Committeeperson 1; Lorrie Crow Region Committeeperson 3; Paige Barrett, Region Committeeperson 4. Note: Stella Fazzino, Region Committeeperson 2, was not in attendance at this board meeting.

Sunday, October 21, 2018: All board members excluding Becky met at 3 p.m. at the Centennial Hotel. Then Lorrie drove everybody to Becky's house to review the database and storage. At 6:15 p.m., the complete board returned to the Centennial.

Monday, October 22, 2018: President Eckrem called the meeting to order at 8 a.m. with all present.

Ground Rules: The ground rules were read and no changes.

Prior Meeting Minutes: Minutes from July 26, 27, 28, 29, 30 2018 were approved.

Secretary Duties at Board Meetings: The board dis-

cussed rotating taking minutes with any/all RCPs if they want to. Discussion on 2019 convention overview and checking into the cost of an audit compared to a review.

Conference call with DR Joyce Patteson: Joyce was called at 9 a.m. She discussed some of the issues in the Seattle District. The board offered Joyce (and later, Monte) to send out anything needed on the WARLCA email update.

Conference Call with DR Monte Hartshorn, Portland District: Monte informs the board he is extremely busy right now. Everywhere is facing the shortage of relief carriers and the problems it causes.

Tour of the hotel with Ginny Whiffen Sales Manager for RL: The board, minus Becky, toured the hotel and was given updates on what renovations are being planned prior to our convention in 2020.

Officers' Resource Manual: The board reviewed the Officers' Resource Manual and discussed the scenari-

os. The updated manual has not been sent out yet.

Board Policy: The board made changes in board policy, and it will be updated and sent to all board members. The board updated the county unit funds and it will be sent to all county units. It is as follows:

COUNTY UNIT FUNDS: 1. **The State will charge the county unit actual cost of postcard postage plus \$.10 per postcard for mailing county meeting notice postcards for those county units that have over \$1.00 per member or \$100, whichever is greater. There will be no charge for those county units that have less than \$1.00 per member or \$100, whichever is greater.**

2. **County President is to contact the RCP before any expenditure other than for standard postcard meeting notices for members. Any expenditure, other than for standard postcard meeting notices for members, shall be submitted in advance for board approval. Such expenditures shall be documented with receipts attached to the minutes that are sent to the State Secretary-Treasurer. County units should attempt to find meeting locations that are free or low cost to the association.**

3. **All Counties doing their own meeting notices need to email the meeting notice to the State Secretary-Treasurer. The State Secretary-Treasurer will then forward it to all county officers.**

4. **The Counties not mailing their own meeting notices will have their meeting notice sent by email to county officers.**

5. **The board recognizes recruitment is important but mailing to non-members shall be limited to once per association year after notification to the RCP and with board approval. Such mailings shall use postcard notices.**

6. **In keeping with fiduciary responsibilities, County units may request newsletters be placed on the county page of the WARLCA website and referred to on the County unit meeting notices. In special circumstances, limited to once per association year, the County unit may request board approval in advance for a newsletter/meeting notice mailing limited to under one ounce (3 pages or less).**

2019 Convention Standing Rules: The board reviewed Tony's proposals for convention standing rules and reached consensus. They will be printed in the spring issue of the WRC.

The board adjourned Monday, October 22, 2018 at 5:18 p.m.

Tuesday, October 23, 2018: President Eckrem called the meeting to order at 8 a.m. with all present.

Budget/Financial Statements: The board discussed updating the budget to reflect changes that have tak-

en place, possible upcoming ratification meetings, orientations increasing, LWOP availability and other issues. The board reviewed the financial statements.

Tasks Lists: After each board member reviewed their task list from the last board meeting, it was updated, and will be sent out separately.

Officers' Updates: President Kurt gave a report on his New Presidents' training at National Headquarters, updated the board on NGIC, and Florida's New Hire Training Program which has a very high retention rate and needs to be approved by the District before it can be implemented. Kurt said the UW Labor Archives of WA library will digitize our historical items in exchange for possession however will only take certain items.

Vice President Tony updated the board on legislative issues and representatives. Tony spoke on how beneficial it would be if county members would visit their representative when the representative is in town. Tony is working on the county officers' resource manual. Tony said he reviewed all the counties constitutions and some still have State Steward in them instead of District Representative and need to be updated. Tony updated the board on the county meetings he attended.

Secretary-Treasurer Becky covered membership stats, ADOP usage, and website.

Region One Committeeperson Isa reported on Whatcom, King-Snohomish, and Island-Skagit-San Juan meeting. Isa is looking at locations for 2021 State Convention in Bellingham and other areas.

Region Three Committeeperson Lorrie reported that North Central has only an annual meeting and would like to see them have two. Years past, North Central absorbed Douglas and Grant counties so has a huge geographical area. North East has two meetings a year. East Central had a great attendance at their last meeting and Jeff (ADR) stayed to answer all questions.

Region Four Committeeperson Paige updated the board on Provident Guild and reported on Apple meeting. She will be attending Whitman-Southeast soon. Paige will soon start looking for a 2022 state convention site.

PAC: Dawn, PAC Co-Chair, is sending in funds. Tony suggested the two flyers on "What Is PAC" and "How Can I Contribute to PAC" should be in the next WRC.

WRC: The board said the goal is for the Fall Issue of WRC to be to printer by October 29th.

Winter Issue: Deadline to send Lisa articles is January 5th. Deadline for issue to be to printer is January 15th.

Discussion on having more printed to hand out at orientation but decided to wait because of cost. The board adjourned Tuesday, October 23, 2018 at 5:53 PM.

Wednesday, October 24, 2018: President Eckrem called the meeting to order at 8 a.m. with all present.

Correspondence: Kurt will respond to former Ad Hoc Trainer on her letter. The board reviewed the letter from East Central and while doing that, updated the County Unit Funds board policy.

Vouchers: The board (except for Lorrie) reviewed the

vouchers from July, August, and September 2018.

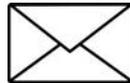
Next Board Meeting: Winter Meeting: January 27, 2019 travel and meeting 2 p.m. to 6 p.m., January 28 and January 29, 2019 meeting from 8 a.m. to 5 p.m., January 30, 2019 meeting from 8 a.m. to 10 a.m. then travel. Becky and Lorrie will have to travel January 26, 2019.

The board adjourned at 11 a.m. on Wednesday October 24, 2018 and travelled home.

Respectfully submitted by Paige Barrett and Becky Wendlandt

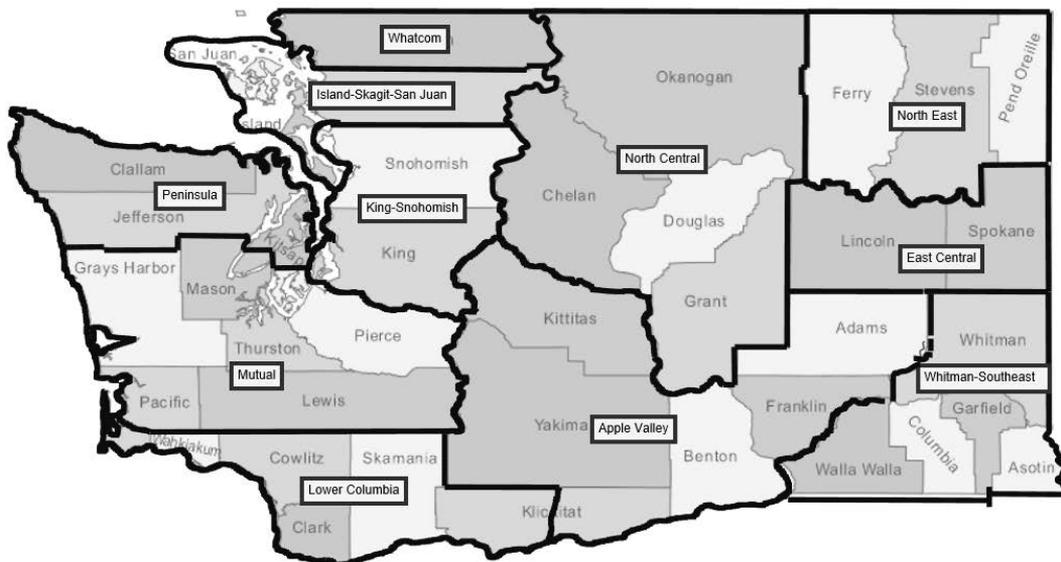
Letters to the Editor

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



Expansion to Wounded Warrior Leave Act of 2015

Effective as of January 5, 2019, The Wounded Warrior Leave Act now includes a provision allowing an eligible employee to take up to 104 hours of approved leave for medical purposes **every year**. The original law allowed for this leave to be granted as a **one-time** credit. This significant improvement allows wounded military vets greater flexibility in caring for their needs.



WARLCA 2019 STATE CONVENTION REGISTRATION

June 23-24-25, 2019
Great Wolf Lodge -- Grand Mound
20500 Old Highway 99, SW
Centralia, WA 98531

Room rates are \$119 for family suite, with resort fee of \$19.99 waived, for up to 4 per room. Additional occupants above Four are an additional \$50 per night each. One water pass is included with each registered guest. To make your reservations call 1-866-941-9653 and use our code "1906WARLCA". Note: WARLCA room block is open to State Convention attendees only. Please note that the first nights fee has to be paid in advance. Total is \$163.89 with all taxes and fees added. The remainder of balance is due when you check in. Call (800) 733 5466 or (509) 547-0701 and use code "1906WARLCA" -- ROOM RESERVATION DEADLINE IS MAY 21, 2019 or until block is filled.

NAME: _____ 1ST TIME ATTENDING? _____

PHYSICAL STREET ADDRESS: _____ PO BOX # _____

CITY: _____ STATE: _____ ZIP CODE: _____

PHONE: _____ Staying at Great Wolf Lodge 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: _____ 19/20 County Officer? _____ If Yes, What Position? _____

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

- 1. If this registration form and payment is **received** in the office of the State Secretary/Treasurer by June 1, 2019, **and** purchase one meal function. (not including the meet and greet)

Note: If registration form and payment are received **after** June 1, 2019, a \$75 registration fee is **required** and the purchase of meal functions may **not** be guaranteed.

Saturday, June 22, 2019: Meet and Greet Dessert Auction - 7pm to 8:30pm All are Welcome

Cost \$5.00 (under age 2 free) Snacks & Beverage service provided

Bring your favorite homemade or store bought dessert to be auctioned off to benefit PAC.
Dessert donations count towards PAC.

#attending _____ \$ _____

Donating dessert item? YES or NO

Sunday June 23, 2019: FIRST DAY OF CONVENTION STARTS AT 8:30AM

1ST Timers to Convention Meeting at 8am (free)

#attending _____

County Officers Recognition Dinner 6 PM. All are welcome

Free to newly elected and pre-registered 2019/2020 Presidents, Vice Presidents, Secretary/Treasurers, and 2019/2020 appointed and pre-registered County Liaisons and PAC Chairs.

Traditional American Roast Beef and Sage Stuffed Chicken Buffet

Cost to others \$30.00

#attending free _____ # attending paying _____ \$ _____

Monday June 24, 2019: SECOND DAY OF CONVENTION STARTS AT 8AM

Main Banquet Buffet Dinner 6:30 PM. All are welcome

Barbeque Buffet with Fall-off-the-Bone Pork Ribs and Smoked Turkey (Includes Entertainment)

Cost \$40.00

#attending _____ \$ _____

Tuesday June 25, 2019: THIRD DAY OF CONVENTION STARTS AT 8AM

No food functions

Total Enclosed \$ _____

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

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

(Please also contact 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 10th, 2019, until after convention and approved by board since we have to guarantee total number of meals ahead of time.**

2019 WARLCA STATE CONVENTION

GREAT WOLF LODGE—GRAND MOUND

20500 OLD HWY 99 SW

CENTRALIA, WA 98531

JUNE 22 MEET AND GREET 7-8:30 P.M.

BUSINESS SESSIONS JUNE 23-25

FOR RESERVATIONS CALL 1-866-941-9653

USE CODE 1906WARLCA FOR OUR MEMBERS ONLY GROUP RATE.

FAMILY SUITE \$119 PER NIGHT—UP TO 4 PER SUITE

\$50 PER NIGHT FOR EACH ADDITIONAL PERSON



COME EARLY AND STAY LATE

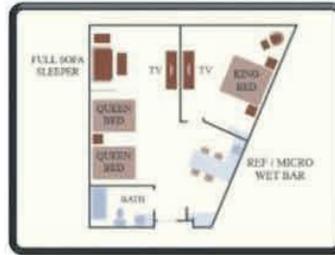
MAKE IT A RURAL FAMILY VACATION

**WATER PARK PASSES ARE INCLUDED FOR
ALL REGISTERED GUESTS**

**KEEP IN MIND THAT ALL MINORS REQUIRE ADULT
SUPERVISION WHILE ENJOYING THE PARK.**

For more information visit our secure website at <https://warlca.com>

PAC the Great Wolf Lodge



Win 3 room nights in the
Majestic Bear Suite!
Valued at \$299.00 per night!

1 entry for \$5.00
or
5 entries for \$20.00
Contact your Region Committeeperson
or attend your next
local county unit meeting!



Drawing to be held on June 21st, 2019. Room night must be used at the 2019 Convention in Grand Mound.
Need not be present to win. Convention dates are June 23rd, 24th and 25th, 2019.

\$5.00 CAN GET YOU TENS!

Work got you tense?



Worried about the



future of the USPS?

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)

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 June 21st, 2019.



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

Regular PTF Relief ARC

(USPS EMPLOYEE I.D. NUMBER)

LASTNAME	FIRSTNAME	MI

MAILING ADDRESS	CITY	STATE	ZIP CODE+4
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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 \$28.54 Regular/ \$10.12 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	1,064	70-5 — ARC	126
PTF	11	71 — Regular	169
Retired	259	74 — RCA VAC RT	2
Associate	3	76 — PTF	3
RCA	624	78 — RCA	235
Retired Associate	1	79 — RCA AUX RT	13
Recently Retired	10	Total	548
ARC	32		
Cash-Paid	34		
Total	2,038		

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

David Chambers

Mary Kile

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

Congratulations Retirees!	
BROWN, BRENDA C	ISSAQUAH
DAVIDSON, JANIS M	DUVALL
FERG, KERRI L	AUBURN
JORALEMON, GLORIA M	SELAH
JORDAN, JAMES E	WOODINVILLE
LINDEMAN, MARY B	BELLINGHAM
MADSEN, LORENZE E	VANCOUVER
SANSOM, DARRELL A	COLLEGE PLACE
SNYDER, DEBRA A	CAMAS
WITCZAK, JAMIE	SEQUIM
ZICARO, THERESA M	BUCKLEY

Membership Longevity Awards

Last Name	First Name	MI	Award	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	7/8/2016
MUPHRY	CHARLES	O	70	1/25/2018
NORRIS	DOLORES	J	50	1/25/2018
PETERSON	ALLEN	J	50	8/28/1998
PICKENS	GALE	E	50	12/28/2018
SYREEN	MARY	W	50	3/30/2018
TURK	DWANE	A	50	3/3/2017
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!

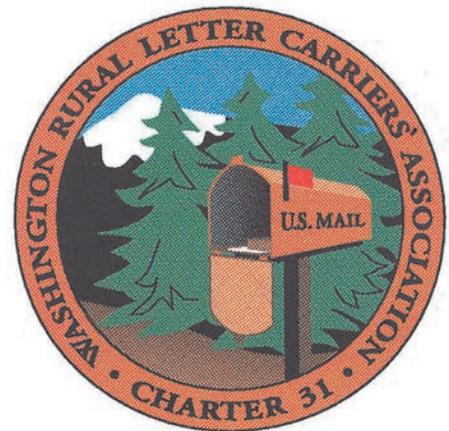
- Regular	ARLINGTON	KOCH	LEAH	7 - RCA	OLYMPIA	WELKER	CHAD
- RCA	AUBURN	SJOROOS	GARY	7 - RCA	OLYMPIA	SHRADER	MATTHEW
- RCA	BATTLE GROUND	YOUNG	ANBAR	7 - RCA	OMAK	RIGLER	RANDAL
- RCA	BATTLE GROUND	PULLEY	MITCHEL	7 - RCA	PASCO	LOPEZ	MANUEL
- RCA	BATTLE GROUND	ESTELLE	LISA	7 - RCA	PASCO	WILLIAMS	MICHELE
- RCA	BATTLE GROUND	CATTIN	JENICA	7 - RCA	PASCO	KIM	CHRISTOPHER
- RCA	BELLINGHAM	WILSON	TRACY	7 - RCA	PASCO	CARRILLO	DANIEL
- Retired	BELLINGHAM	LINDEMAN	MARY	C - ARC	PASCO	BOONE	DARRELL DANI
- RCA	BELLINGHAM	VANDEHEY	STEPHEN	C - ARC	PORT ORCHARD	ANDERSON	RACHEL
- RCA	BREMERTON	FITCH	AVATAR	7 - RCA	PORT ORCHARD	SUGG	STACY
- RCA	BREMERTON	LARSON	MARYANN	7 - RCA	PORT ORCHARD	FOWLER	ANDREA
- RCA	BREMERTON	JOHNSON	TIESHA	7 - RCA	PORT ORCHARD	NORIEGA	MYLENE
- RCA	BRUSH PRAIRIE	HOWARD	GARRETT	7 - RCA	PORT ORCHARD	WITHERINGTON	BRYCE
- RCA	BURLINGTON	HERR	ELIZABETH	7 - RCA	PORT ORCHARD	SIPEREK	CHANTELL
- RCA	CAMAS	HEFLIN	KENNETH	7 - RCA	POULSBO	RODEWALD	MICHAEL
- RCA	CAMAS	FROST	ANGELA	7 - RCA	PULLMAN	BUJNICKI	SHELLY
- RCA	CAMAS	HALUAPO	JANICE	C - ARC	RICHLAND	KEITH	LAURA
- ARC	CAMAS	BENNETT JR	GERALD	C - ARC	RICHLAND	SCHAEFFER	ANGELA
- RCA	CASHMERE	RODRIGUEZ MEJIA	ANA	7 - RCA	RICHLAND	CALDERON	ANGELICA
- RCA	CENTRALIA	FORLER	SHELBY	7 - RCA	ROCHESTER	IVERSON	PETER
- RCA	CHEHALIS	DAVIS	SHERI	7 - RCA	ROCHESTER	MCLAUGHLIN	CHRISTINA
- RCA	CHEHALIS	POE	TIFFANY	7 - RCA	SEATTLE	RAUSER JR	BILLY
- RCA	COLBERT	OLSON	MARIA	7 - RCA	SEATTLE	GHENT	JAMES
- RCA	COLFAX	MILLER	ANNETTE	7 - RCA	SEQUIM	MORRIS	CASSIDY
- RCA	COLVILLE	ESPINOSA	MAXIMIANO	7 - RCA	SEQUIM	DELGADO	DEIDRA
- RCA	COLVILLE	MARTIN	LAURA	7 - RCA	SEQUIM	EMETT	JAMES
- RCA	COUPEVILLE	HARRIS	THOMAS	7 - RCA	SEQUIM	ANDERSON	JASON
- RCA	DEER PARK	LAFLEY	ALICIA	7 - RCA	SHELTON	RABAGO	BERNARDO
- RCA	DUPONT	DIAZ RAMOS	JUAN	7 - RCA	SILVERDALE	BOOHER	NICHOLAS
- RCA	DUVALL	WILKSON JR	TIMOTHY	C - ARC	SNOHOMISH	CHUNG	MARTIN
- RCA	ELK	KESLER	SHEILA	7 - RCA	SPOKANE	ALLSUP	JAMES
- Regular	ELLENSBURG	BROWN	JOSHUA	1 - Regular	SPOKANE	CLARK	JOSEPH
- RCA	ELMA	GIBSON	SABASHTIAN	7 - RCA	STANWOOD	CALDWELL	STEVEN
- RCA	ELMA	GAINES	SUZANNE	C - ARC	SUMNER	FELDMANN	ANGELA
- RCA	ENUMCLAW	LEWIS	CARTER	4 - Retired	SUMNER	TURNER	SANDRA
- RCA	ENUMCLAW	PARKINSON	BRANDY	7 - RCA	SUMNER	FRAZER	KONILYNN
- RCA	FRIDAY HARBOR	SALYARDS	CLYDE	7 - RCA	SUMNER	TRAORE	MAMADOU
- RCA	GRAHAM	WARREN	TIMOTHY	7 - RCA	SUMNER	NORWOOD	LISA
- ARC	GRAHAM	KAUFMAN	TROY	7 - RCA	SUQUAMISH	KOSTINA	INNA
- RCA	GRANDVIEW	ANGIANO	KRISTA	7 - RCA	TACOMA	WILLIAMS	SHAMON
- RCA	LIBERTY LAKE	GIGLIO	COLLIN	C - ARC	VANCOUVER	FORBES	CHARLES
- RCA	LIBERTY LAKE	OUELLETTE	JACOB	7 - RCA	VANCOUVER	LEON	LORENA
- RCA	LIBERTY LAKE	SHELTON	SAMANTHA	7 - RCA	VASHON	LOPEZ	ROCIO
- RCA	LONGVIEW	ROGERS	MEGAN	7 - RCA	VASHON	MARTINEZ	LINDA
- RCA	LONGVIEW	GUZMAN	JONATHAN	7 - RCA	VERADALE	CLARK	RACHEL
- RCA	LONGVIEW	COTTAM	APRIL	7 - RCA	WASHOUGAL	WALSH-ENLOE	SUSAN
- ARC	LYNDEN	MOBLEY	KIMBERLY	7 - RCA	WENATCHEE	BRAVO	ANGEL
- ARC	LYNDEN	HEAPS	RACHEL	7 - RCA	WILBUR	RITT	MICHAEL
- RCA	MARYSVILLE	OHTOLA II	LARRY	7 - RCA	WOODINVILLE	TAYLOR IV	THOMAS
- RCA	MEDICAL LAKE	SINGLETON	JOSHUA	7 - RCA	WOODINVILLE	BAUER	JOHN
- RCA	MONROE	MYERS	YVETTE	7 - RCA	WOODINVILLE	KANG	KUK
- RCA	MOSES LAKE	COOK	ALISSA	7 - RCA	YAKIMA	STEVENS	DARRIN
- RCA	MOSES LAKE	MURDOCK	JENNIE				
- ARC	MOUNT VERNON	BOSWELL JR	ROGER				
- ARC	MOUNT VERNON	BJORGE	JEANNE				
- RCA	MOUNT VERNON	VALLES	BIANCA				
- Regular	MOUNT VERNON	HARR	SARAH				
- RCA	OAK HARBOR	KAMP	ROBERT				
- RCA	OAK HARBOR	VARNADO	SAYCHON				
- RCA	OLYMPIA	SMITH	TIMOTHY				
- RCA	OLYMPIA	LOSS	JENNA				
- RCA	OLYMPIA	MCCULLOUGH	KAYLIN				
- RCA	OLYMPIA	OHLSON	RICHARD				
- RCA	OLYMPIA	WILLIAMS	DANIEL				
- ARC	OLYMPIA	VARELA	BENJAMIN				
- RCA	OLYMPIA	TIERNEY	AMELIA				

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Where Service Begins With a Smile

Upcoming Dates to Remember

- Feb 4-8 2019: RCA Recognition Week
- Feb 8 2019: Combined Federal Campaign Pledges Due
- Apr 24-26 2019: Western States Conference, Tempe AZ
- May 11 2019: Letter Carriers' Food Drive
- June 23-25 2019: State Convention, Grand Mound WA
- Aug 13-16 2019: National Convention, Grapevine TX
- Sep 15 2019: Rural Carrier Remembrance Day
- Oct 12 2019: New Guarantee Year Begins
- Oct 14-20 2019: Steward Appreciation Week
- Nov 11-Dec 9 2019: OPM Open Season
- Dec 7 2019: Christmas Overtime Begins