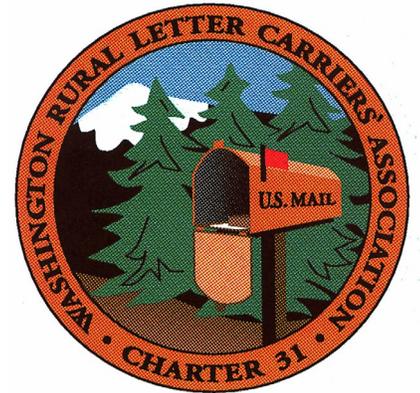


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Winter 2020



Where Service Begins With a Smile

Hear Ye, Hear Ye

Notice is hereby given

Come one, come all

OWCP & Retirement Seminars

Sunday, March 29, 2020 in Tukwila

OWCP 10 a.m. — Noon

Retirement 1 p.m. — 4 p.m.

For one day only, Mike Watson & Associates will be presenting information about the Office of Workers' Compensation Program and Joni Montroy of Key Retirement Solutions will be giving a seminar about postal retirement, benefits, and TSP.

Registration \$20 per person

Refunded to WARLCA members who attend.

For more details and to register, go to page 4 in this issue or check WARLCA.com!

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Sign Up For Email Updates!

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

Here's how:

1. Open your email program. Or, scan the QR code 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





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.



Retroactive Salary Increase Payment Delayed



The NRLCA was notified by the Postal Service that the lump sum payment of the retroactive salary increase has been delayed to PP06-2020 (March 20, 2020). These salary increases were a result of the successfully negotiated 2018-2021 National Agreement between the NRLCA and the Postal Service.

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.

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We've Got Big News!

By Kurt Eckrem, WARLCA President & Historian

Hello WARLCA members. Have you been thinking about retirement? Do you have questions about OWCP? Or both? Well, we have the day for you. Be sure to mark Sunday, March 29, on your calendar. The WARLCA will be hosting back to back seminars that day on those subjects in Tukwila at the Interurban Inn. Part of the obligation of the Washington Rural Letter Carriers' Association is to make timely information available to its members, and your State Board feels both of these topics will be of great interest to members throughout the State.

At 10 a.m. on the 29th, the State Board has arranged for Mike Watson and Associates to come up to Washington and put on a two-hour seminar on everything you need to know about the often daunting

process you are facing should you be injured on the job. Carrying mail is a tough job, and rural carriers are subject to any number of injuries on a daily basis, from lifting, twisting, dog bites, and vehicle accidents, to your manager's favorite, slips, trips, and falls. You also might not have experienced a sudden injury but are hurting from prolonged wear and tear. It's bad enough to get hurt on the job, but the process for getting the injury recognized for what it is and the paperwork for getting the claim approved can be very much like adding insult to injury. Mike and Linda Watson work out of Port-

land, Oregon, and their firm has been retained by the NRLCA to help rural carriers in our area. They have been dealing with OWCP for many years, and they can help you with the whole spectrum of getting your claim taken care of. And guess what? OWCP and retirement are not mutually exclusive. Find out how that works, and plan to stay for the second seminar as well. From 1 p.m. to 4 p.m., the Board has invited retirement specialist Joni Montroy to once again come out to our State and provide our members with all the details on how to navigate through the USPS Human Resources Department to

OWCP and retirement are not mutually exclusive. Find out how that works

facilitate your retirement. Joni worked in the USPS HR Department for many years before founding her own company, Key Retirement Solutions. She has been guiding rural carriers to a successful retirement for several years and has put on seminars at many of the recent NRLCA National Conventions. When Joni was here in 2015, she was initially booked for a single seminar. However, the response was so overwhelming that a second seminar had to be scheduled. There will be only the one seminar this time around, so if you are contemplating retirement in the next few years, this is the oppor-

tunity to get all the information you need to make that happen.

The Interurban Hotel is a nearly brand-new building, having opened in 2018, and is just a couple blocks southeast of the Southcenter Mall in Tukwila. Parking at the hotel itself will be \$5 for the day, but there is additional parking nearby at the mall if you don't mind walking to the hotel. The room we have booked for the seminars holds 120 people, so if you are interested in attending one or both, don't delay in sending in your registration (the registration form is on the next page, and can also be found on the Association website, warlca.com).

The seminars are open to WARLCA members and their spouses only, and the registration is \$20 for one or both seminars. The registration fee must be paid in advance to assure you a seat, and the registration fee will be refunded to WARLCA members who attend (the spouse registration fee will not be refunded). There may be the opportunity to register at the door, but there is no guarantee space will be available at either seminar. Please let your coworkers know about these seminars, and if there are any nonmembers in your office who are talking about retirement, or have been dealing with OWCP, either of these seminars alone could be worth joining the NRLCA in order to attend. If they are a regular carrier or a PTF, and you sponsor their signing up, you are eligible for (continued on page 6)

WARLCA Proudly Hosts seminars on OWCP & Retirement
Sunday, March 29, 2020

Location: Hotel Interurban, 223 Andover Park E, Tukwila, WA 98188. Phone: (206) 278-4900.
Secure parking for \$5 at the hotel.

-----**SEMINAR FROM 10 AM TO NOON**-----

“Help with your OWCP claim before and after retirement”
Presented by Mike and Linda Watson

Mike and Linda Watson, of Mike Watson and Associates, INC, Portland Oregon, are retained by NRLCA to answer questions concerning OWCP claims over the phone at no charge. Mike has 45 years of experience in the OWCP process. Call before you start filing your claim to get the right form for approval of your claim and not denial. Already have a claim and don't understand what your rights are? Mike and Linda can help answer your questions.

-----**SEMINAR FROM 1 PM TO 4 PM**-----

“Understanding your Postal Benefits & Pre-Retirement Planning”
Presented by Joni Montroy

Joni Montroy, former Human Resources (HR) Specialist with the USPS in Rochester NY, will be presenting a workshop to help Rural Carriers navigate liteblue; understand your current benefits and the things you should know in planning your Postal Service retirement.

Topics in this workshop will give you an understanding of your eligibility, computation of your annuity, survivor benefit election options, what some of those numbers on your paystub mean, how creditable service and/or your annuity is affected by temporary appointments/military service/Sub Rural/RCA/RCR service, understanding the High 3 average salary, what you should know about your health and life insurance, sick and annual leave, FSA and Thrift Savings. She will give an overview of the process to retire and what to expect from the US Office of Personnel Management (OPM).

Joni has presented many seminars including the National Rural Letter Carriers conventions. She is a contract instructor with the Graduate School/Philadelphia region that teaches Mid & Pre Retirement Classes for many Federal Agencies.

Seminar Registration Fee: \$20 per person (open to WARLCA members and spouses only) for one or both seminars. Members will be refunded the \$20 after attending the meeting if registration is received by March 15, 2020; however, in order to better plan for the seminars, any registration fee received after March 15th will not be refunded. Due to space constraints, WARLCA members' spouses may attend, but the spouse's fee will not be refunded.

Registration Form (please print)

Name(s): _____

Address: _____

Phone: _____ E mail: _____

Attending: OWCP (10AM to Noon) _____ Retirement 1 PM to 4PM) _____ Both _____

Are You? (check one) _____ FERS or _____ CSRS or _____ CSRS Offset

Total enclosed \$ _____

Complete this form and send check payable to WARLCA to:

WARLCA Sec/Treas Becky Wendlandt, 2811 N Chase Rd, Liberty Lake WA 99019-5002
Questions? Go to WARLCA.com or call (509) 710 7840

(continued from page 4) a \$100 RAFT payment from the State Association.

Again, don't delay in getting your registrations sent in. We anticipate a great turnout. For more in-

formation, visit the website or contact any of the State Board.

In solidarity, Kurt.



The Postal Board of Governors & The Postmaster General

By Lisa Benson, WARLCA Vice President & Editor

You hopefully know by now of Postmaster General Megan Brennan's upcoming retirement, initially intended to be January 31, 2020, which she has now recently delayed for operational advantage. It was announced in October in the hopes of providing ample time to find a replacement and ensure a smooth transition of leadership. But what does this mean for the Postal Service? What does it mean for rural carriers?

Megan Brennan, the 74th Postmaster General and first female PMG, was selected for the position in February of 2015 after previously holding the position of Chief Operating Officer & Executive Vice President. She began her postal career over three decades ago as a letter carrier in Pennsylvania. During her tenure as postmaster general, she faced many heavy financial burdens as well as technological challenges. She implemented new technologies to connect consumers with postal services and products in an attempt to make the Postal Service more relevant in an ever-changing digital world of e-commerce and "need-it-now" culture. Brennan regularly butted heads with President Trump, who allegedly wanted her removed from the position. Their disagree-

ments included the Amazon contracts, in the famed Tweet storm about the Postal Service being "Amazon's Delivery Boy". Brennan also pressured Congress to pass postal reform legislation and to repeal the retiree health benefit prefunding mandate as set by the Postal Accountability Enhancement Act (PAEA) of 2006. For the last 13 years, the Postal Service has been saddled with operational deficits for every fiscal quarter. Of those losses, it is reported that 80% is a direct result of the prefunding

Privatization would have drastic negative effects on the rural communities in which we serve

mandate.

When she announced her retirement in October, Brennan vowed that she and her deputy would assist in the selection of the new Postmaster General. Postal Governor John McLeod Barger has announced the hiring of firm Russell, Reynolds and Associates to lead the way in the selection process. Some immediate tasks which will face the new Postmaster General will include reviewing the recommendations in the Postal Task Force report. Some of those recom-

mendations were to restrict collective bargaining rights, combine sick and vacation leave for employees, pay less into employees' retirement funds, and sell off portions of the Postal Service to the private sector.

The oversight of operational and monetary policies of USPS is conducted by the Postal Board of Governors. The board of governors for the Postal Service operates in a similar fashion as any private sector board. Consisting of 11 members total, nine of which are appointed by the President with the consent of Senate, the board of governors then chooses the Postmaster General, and those 10 then select the Deputy Postmaster General. Appointees to the board should be representatives of the public interests, not special interests. They must also hold experience in either public or private sector in governing a business of at least 50,000 employees. It is also important to note that the board of governors may not have more than five members of the same political party. Since August 2019, the Trump Administration has appointed three of the five existing members. For the first time since 2014, a quorum is now present on the Postal Board of Governors.

While the Postal Service isn't

directly protected by the Constitution of the United States, the establishment of it is explicitly authorized to be conducted by government. This also means that it is within the jurisdiction of the President of the United States to privatize the institution. Advocates in Congress as well as consulting firm McKinsey & Co have been pushing for just that. It can be argued that the PAEA was a veiled push towards financial ruin for the Postal Service, thus paving the way to privatization.

So what does this mean? While it is possible that the incoming postmaster general may lean towards privatization, it would still require the action of Congress to make it so. However, the first hur-

dle to keeping the Postal Service as a public entity is to fill the soon-to-be vacated position of PMG. Perhaps never before have we as a union and workforce been so precariously positioned at the edge of a precipice. Privatization would have drastic negative effects on the rural communities in which we serve, as private businesses would look to turn a profit to deliver to these areas. It is possible that our customers would end up being required to pay fees to receive deliveries or that delivery days would be reduced.

While the future of the Postal Service may not be crystal clear, it is not a total loss just yet. Now more than ever, it is of the utmost importance that YOU reach out to

our legislators and urge them to support positive postal reform. Finding a Postmaster General who is sympathetic to the needs of rural customers is only one small piece of this puzzle. We need Congress to assist us in righting the ship. Otherwise, the bilge rats of privatization, with dollar signs in their eyes, will look to sink us.

Upon announcing her imminent retirement, Brennan said "The Board of Governors set the strategic direction for the Postal Service and the five governors we have, have the business acumen, the experience, the knowledge to do that, so I'm optimistic for the future of the Postal Service." Let's hope she's right.



Secretary Stats & Treasurer Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

How are your New Year's resolutions going? Do one important thing for YOU!

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 Plan deduction by 1% or more. Being retired, I can promise you that you will be extremely happy in the future if you raise your rate. It not only helps on your federal taxes you pay now, but you will need it as a major part of your retirement later. You can go on LiteBlue/Postal Ease and change your Thrift Savings deduction any time. You don't have to wait till open season, so go now and invest in YOU!

Wage Increase for RCAs/

ARCs:

On November 23, 2019 the current RCA/ARC wage was increased from \$18.19 an hour to \$18.56 an hour. On November 21, 2020 the wage will again increase to \$19.06 an hour, all thanks to YOUR union negotiating pay increases with the USPS. In Spokane the new Amazon fulfillment center is offering jobs at \$15.00 an hour. Even though RCA/ARC positions are not full time, I have seen RCAs going to PTFs with only six months of employment and new regulars in one to two years. This is an added incentive for the RCA to stay on longer and sure beats the 10 years it took me to become regular. Plus, up until a few years ago, the RCAs never had health insurance and

now they do. Please encourage your RCAs to become a member.

Dues:

Our State and National dues are based on our salaries, except for the retirees which is a set amount. When we get a salary increase then dues are increased by a small percentage. Our new dues starting pay period 2, 2020 will be \$29.31 per pay period for regulars/PTFs, and \$10.38 per pay period for RCAs and ARCs. Retired dues will remain at \$7.58 per month. This was based on the August 31, 2019 salary chart.

Cutoff Date for County's Annual Meeting:

All counties must hold their annual meeting by **May 5, 2020**. Remember that our State Conven-

tion is June 14-16, 2020 this year. Time for county officers to be planning your annual meeting dates and letting your RCP and myself know, and I will update the website. If you would like to suggest some meeting topics, please get hold of your county officers and let them know.

Want to Be on the Ballot for National Convention Delegate? Don't Delay-Has to be received at the PO Box April 25, 2020 so mail now.

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 72, Liberty Lake, WA 99019-0072. You can also find the *National Rural Letter Carrier* magazine online at nrlca.org. You will receive a post card from me confirming that I have received your nomination form after the post office box has been pulled eve-

ry 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 nomination to be received before the post office box has closed. The PO box will be pulled the last time on April 25, 2020. **If your nomination is not in there by then, you will not be on**

All counties must hold their annual meeting by May 5, 2020

the ballot. Mail early!

2020 State Convention Officer Positions up for Election and Appointed Positions Information:

The 2020 State Convention, held at the Centennial Hotel in Spokane WA on June 14-16, 2020 will have the positions of President (2 year term), Secretary-Treasurer (2 year term), and Region 2 and Region 4 Committeeperson (2 year

term) up for election as well as any that are vacant 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". If you are interested in any appointed positions (PAC, Editor, Webmaster, RCBP, 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.

United in Support of the Rural Craft,
Becky Wendlandt

ADOP Taken by WARLCA

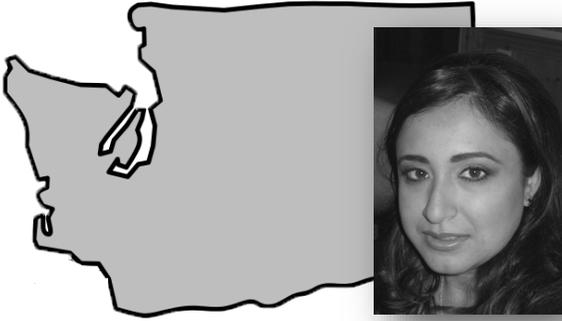
WARLCA TRACKING FORM FOR 2019/2020 DUES YEAR														
NAME	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	Total	Total For Year
Isabella Lopez	0	4	0	4	0	0							8	
Isa Lost s/l & Anl	0	0	0	0	0	0							0	8
Alicia Peterson	2	4	0	6	0	0							12	
Alicia Lost s/l & Anl	0	0	0	1.5	0	0							1.5	13.5
Becky Wendlandt	8	10	8	13	8	6							53	53
Doug Rinehart	0	0	0	0	0	0							0	0
Paige Barrett	0	4	1	6	2	1							14	
Paige Lost s/l & Anl	1.5	0	0	1.5	0	0							3	17
Lorrie Crow	0	5	0	7	2	1							15	
Lorrie Lost s/l & Anl	0	0	0	1.25	0	0							1.25	16.25
Kurt Eckrem	0	6	2	5	0	1							14	
Kurt Lost s/l & Anl	0	0	0	0	0	0							0	14
Lisa Benson	1	4	0	5	1	0							11	
Lisa Lost s/l & Anl	0	0	0	0	0	0							0	11
Dawn Ayers	0	0	0	0	0	0							0	0
TOTALS	12.50	37.00	11.00	50.25	13.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	132.75	132.75

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.

Financial Statements

<u>Statement of Activities</u>		<u>Jul '19 - Dec '19</u>	<u>Budget</u>	<u>%/Budget</u>
Income				
National General Ins	5,636.30	11,000.00	51.2%	
RAFT Incentive	3,665.00	3,500.00	104.7%	
Interest/Dividends	2,155.25	3,100.00	69.5%	
Membership Dues	134,119.52	270,175.00	49.6%	
Reimbursements	183.15	800.00	22.9%	
Sales	0.00	4,200.00	0.0%	
Auxiliary Dues	4,079.74			
Total Income	149,838.96	292,775.00	51.2%	
Expense				
Accounting Fees	1,980.00	5,500.00	36.0%	
Awards & Recognition	2,081.87	4,300.00	48.4%	
Employee Benefits	2,731.14	6,000.00	45.5%	
Equipment	0.00	1,050.00	0.0%	
Lodging	4,021.68	15,000.00	26.8%	
National Convention	47,995.98	48,000.00	100.0%	
Office Expense	1,001.09	2,000.00	50.1%	
Payroll Taxes	4,020.15	10,000.00	40.2%	
Per Capita Dues	996.40	6,000.00	16.6%	
Postage	1,026.32	6,300.00	16.3%	
Printing	384.96	1,400.00	27.5%	
Rent	0.00	1,200.00	0.0%	
Salaries and Wages	44,454.72	110,345.00	40.3%	
State Meetings	4,516.54	45,850.00	9.9%	
State Paper	5,657.20	9,500.00	59.5%	
Telephone & Internet	714.00	1,400.00	51.0%	
Travel	6,475.15	10,930.00	59.2%	
Western States Conf	0.00	7,650.00	0.0%	
Total Expense	128,057.20	292,425.00	43.8%	
Net Income	21,781.76	350.00	5,223.4%	

<u>Statement of Financial Position</u>		<u>Dec 31 '19</u>	<u>Dec 31 '18</u>	<u>% Change</u>
ASSETS				
Checking/Savings				
Chkg—WA Trust Bank	5,033.78	5,237.86	-3.9%	
Savings—APCU	96,921.44	63,878.11	51.7%	
Chkg—APCU	101.14	291.55	-65.3%	
CD #74 (APCU) 2.469%	43,224.22	42,226.56	2.4%	
CD #75 EmerFund 2.469%	43,224.22	42,226.56	2.4%	
CD #76 EmerFund 1.3%	22,379.20	21,882.50	2.3%	
CD #77 (APCU) 2.469%	32,634.34	31,887.07	2.3%	
Total Checking/Savings	243,518.34	207,630.21	17.3%	
TOTAL ASSETS	243,518.34	207,630.21	17.3%	
LIABILITIES & EQUITY				
Liabilities				
Payroll Liabilities	318.33	219.12	45.3%	
Total Liabilities	318.33	219.12	45.3%	
Equity				
Net Assets	221,418.25	213,302.90	3.8%	
Net Income	21,781.76	-5,891.81	469.7%	
Total Equity	243,200.01	207,411.09	17.3%	
TOTAL LIABILITIES & EQUITY	243,518.34	207,630.21	17.3%	



What's the Change?

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

What is a resolution? A resolution is something that we can submit as members of the NRLCA that tells our national board what we want to change. The first step in creating a resolution is doing some research. Check to see if what you want doesn't already exist, we can ask our local steward or look in the contract. Once we make sure that it doesn't already exist, we can print off a resolution form from our website WARLCA.com. At the top of the form you have to figure out if it is a Binding or a Non-Binding resolution. A binding resolution is something that the NRLCA has to do, but only if they have complete control over in what we are asking for. For example if we wanted RCAs to get paid sick leave and annual leave our resolution would have to be marked as a non-binding resolution because in order for RCAs to get sick leave and annual leave the NRLCA will have to bargain with the post office during our next contract negotiation, we can't force USPS to do something.

The next part we need to fill out is the issue. What does this resolution involve? Is it a mail count, vehicles, salary, or one of the other issues listed? Then we need to figure out if there is current language that addresses the issue already, what do we want to change in the wording or does it need to be added in? This is where having a copy of our current contract is really handy. Did you know NRLCA.org

is a wealth of information? You can find a copy of the most current contract here or if you have a steward in your office you can ask them. You need to put where in the contract the language can be found or where it should go if it gets added in.

Whereas part is where you put the current language that exists in the contract. This is so when you present your resolution at the county unit level everyone will know where you got it from and what it says now. It speeds things up when you don't have a bunch of people trying to look this up. **Be it resolved** is where we change the

Resolutions are particularly important because this is how the national board knows what the membership wants

language or add the language that we want. **Reason/Intent for change** is your chance to convince the people in your county unit meeting why you want the change and it's a good idea to keep your reason brief but to the point.

Resolutions passed at the county unit are then moved up to the state convention to be voted on by all delegates in attendance at state, then if it is passed by state it will be moved up to national where it will be voted on by elected delegates who attend.

The other thing we can submit at our county unit meetings is constitution changes. Each county unit

has a constitution, and both the state and the NRLCA have a constitution as well and we can make changes by submitting our constitution changes at our next county unit meeting. If we wanted to change something in our county constitution, we would fill out the constitution form also found on WARLCA.com. Like with resolutions, you need to find current language or the place that you want your change to go. If you are looking to change your county constitution, it would only go as far as the county unit but if you are looking to change the state or NRLCA constitution, then you would put this on a resolution form, it is still voted on at the county unit level and then moved up to the state level. If it is a NRLCA constitution change then it is voted by the state and passed up to national convention to be voted on there, this would also go on a resolution form.

Resolutions are particularly important because this is how the national board knows what the membership wants. Like with anything, we have to keep in mind that the resolutions we send up are not a guarantee that we will get what we want. The NRLCA has to negotiate with USPS and we can't get everything we ask for but it is the best way for our voices to be heard.

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 _____

WARLCA COUNTY CONSTITUTION CHANGE

The following Constitution change was submitted at the (date) _____ Meeting of the (County) _____ Rural Letter Carriers' Association. **If adopted, the County Secretary/Treasurer will update the County Constitution appropriately, and then send the complete updated County Constitution to the State Secretary/Treasurer.**

The following procedures are suggested for effectively presenting county-adopted Constitution Changes:

- 1) Place only one Constitution per sheet.
- 2) Present in Word document format.
- 3) Formatting instructions:
 - (a) Font - Times New Roman; Font Size - 11
 - (b) New Language **BOLD**; Omitted Language ~~Strike Through~~
 - (c) Article _____ Section _____ Paragraph _____

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

PRESENT LANGUAGE:

PROPOSED LANGUAGE:

INTENT OF / REASON FOR CHANGE:

Adopted? (circle one) Yes or No

Signature _____ Date _____
County Secretary

This form to be kept for two years by County Secretary/Treasurer



Why You Should Attend Your County Unit Meeting

By Alicia Peterson, Region 2 Committeeperson & RCBP Representative

When was the last time you attended your county meeting? I remember the first time I attended a Mutual Counties meeting. It was an annual meeting and I really didn't know people as much as I had hoped I did. I saw familiar faces from attending mail count seminars and local steward training, but I really didn't *know* anyone. Before I knew it, I was voted in as a delegate to state convention in Oak Harbor and was making arrangements to attend my first state convention as a member. After that it was like an addiction. The information I received was so helpful, the questions were answered so thoroughly, everything was just so informative. I have made friendships with people that are going through the same issues as I am. I thought I knew so much before, after all I had been a local steward forever. Come to find out I really only knew what happened in my sub-

ble. As times change and technology changes, so does the Postal Service and our careers.

Your county meeting is your opportunity to gain a wealth of information and to change the things you don't like. Every county meeting has a state board representative present to share the latest updates on issues that affect you. Want to

Being a member is great but being an active participant in the process is even better

know more about health benefits, Provident Guild, or current legislative issues? Attend your next county meeting and ask your state board representative. Want to know more about your contractual rights or the steps involved when filling a grievance? Attend your next county meeting and ask your National Steward System Repre-

sentative your questions. Have your voice heard by becoming involved in your union. If you want change and aren't happy with something, your county meeting is your opportunity to submit your resolution and constitution changes. If passed at your county meeting these move to a vote at state convention and if passed there,

they move to a vote at national convention. Want to be a delegate to state convention? Attend your annual meeting and be elected a delegate. Did you know that last year at state convention there could have been a total of 419 delegates that could have had a vote? Unfortunately, only 61 even attempted to be delegates. Don't leave the decisions up to others. Being a member is great but being an active participant in the process is even better. Put your dues to work for you.

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.



2020 State Convention in Spokane

By Lorrie Crow, Region 3 Committeeperson & NGIC Rep

I for one am excited that this year's State Convention is once again on the east side of the State, and in Spokane. Regardless of where you may live, quite often there are many obstacles that prevent members from traveling in order to attend State Convention. For us on the east side of the state, this year the convention is in our back yard. I hope to see many familiar, yet new faces to the delegation this year. So, make sure you make it to your annual county meeting, become a delegate, and let your voice be heard. Check the WARLCA.com website for date and location of your county meeting.

Hopefully if you are traveling you will have the chance to come early or stay late, and take advantage of the many things to do in the great north east. We have just about everything here, train museums, art museums, local history museums. If you enjoy the outdoors, there are many different hiking trails, an abundance of places to fish, and lake side beaches everywhere. If you are bringing the family, you can spend an entire day at Riverfront Park and still not see it all. There are many family friendly activities, Cat Tails is a local favorite, it is a small, large cat, type of zoo. And there are many interactive venues for the kiddos to enjoy in Spokane and the surrounding areas. Unfortunately, at this time we do not have an active Auxiliary,

so make sure you have proper supervision for your children.

As always, we will start off with the meet and greet on Saturday night. Usually this includes the famous dessert auction, kicking off PAC contributions for convention, but unfortunately, not this year. Due to liability issues, the Centennial Hotel will not allow any outside foods to be brought in. I am confident though that our State PAC Chair, Dawn Ayers, has something exciting in the making to start us off.

Sunday is the official start of business, this is when we will have the chance to hear from one of our

we understand what the other crafts do, after all, knowledge is power, and in unification we do have strength.

Monday, we start to vote on all resolutions put forth from the county units. This day can be very stressful, so we will end it with a banquet. Don't be shy, break out the glitz and glitter and welcome to the stage a local favorite, the Heather King Band. **Shh this is a secret**, but one of our own is a member of this ensemble. But you will have to attend to see who it is. Here is a hint, he has had a lot to do with the eventual "new evaluation system".

Tuesday, we finish up any resolutions that were carried over from Monday. We will also have the opportunity to hear from and ask questions of all candidates running for state offices, and vote for those officers.

If you did not make it to a county meeting to become a delegate, and still have an interest in how things work, come anyway. You may not be able to vote on resolutions or state officers, but you can always speak on the resolutions as a non-delegate. **PARTICIPATION IS THE KEY TO SUCCESS.** Please see published flyer in this issue for registration.

Respectfully Submitted
Lorrie Crow RCP3

Shh this is a secret ...

national officers, and the NSS representatives. After the end of day, if you were not able to make the trek to Seattle for the OWCP/Retirement Seminar in March, we are happy to have Mike and Linda Watson joining us at the 2020 State Convention. They will be giving their OWCP presentation from 7 to 9 p.m. and will also be available for one on one consultations from 2 to 6 p.m. Sunday afternoon. For those that don't feel the need to attend this seminar, the manager of the Spokane PD&C was happy to agree to give a plant tour, giving us a glimpse at how the other side works. It can only help the cause if



NRLCA National Convention— What’s In It For You?

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

Did you know that the 116th NRLCA National Convention is going to be in OUR state this year? That’s right, it is going to be in Spokane, WA! The last time it was in Spokane was 10 years ago. What an honor it is to be the host state for the national convention. In 2018 at the National Convention in Grand Rapids MI it had been voted that starting 2024, national conventions would be held east and west of the Mississippi in alternate years. The likelihood of it being in Spokane again is pretty low. That makes this even more special that we have the opportunity to come to this one in our state! The official dates for this event will be August 18-21.

While you need to be nominated a delegate by the state body to be able to vote on matters brought forth, **you do not have to be a delegate to attend!**

Since it is in Spokane and a really easy drive from anywhere in the state, I encourage you to make the drive and just see what it is all about. You will have a chance to see and hear from all our national officers. You also can attend any of the special seminars that are presented. What are those seminars, you may ask? Let me share with you an overview of the various seminars presented.

State of the Union - This always happens the day prior to opening day of national convention which means this will be on August 17. What have our officers been doing all year long? This is where you will hear from them and they will

explain what they have worked on and the accomplishments that have been achieved.

Academy Trainers - If you are currently an academy trainer or think you might want to be one, this is a very insightful seminar to attend. You will hear about the latest improvements and changes to the curriculum. You will be able to bounce questions to the master trainers and get the answers to those questions. You will also have the opportunity to meet and talk with others who are desiring to give our new RCAs the best information to begin a successful career.

First timers - If you have never

The likelihood of it being in Spokane again is pretty low

attended a national convention before, this is a special seminar just for you. Here you will learn about what is going to happen over the course of the next couple of days. You will also be recognized several times during the convention as well as have a photo taken with all the first timers in attendance. The first timers are valued and treated special by all! Your meeting will be directed by one of our national officers and you will have a time to ask questions.

Insurance Programs - At this seminar, you will learn about the various insurance programs that are available to us through the Na-

tional Rural Letter Carriers’ Association. You will learn about health, life, dental, and vision. Cameron Deml is our National Insurance Director and he will share his knowledge with you about what is on the horizon as far as any changes he knows of.

Legal Seminar - You will meet with the legal team for the National Rural Letter Carriers’ Association. At this seminar, you will hear about what has been happening in the legal realm on the national level. We never really grasp how much work is done for us as a union until you have heard from them at the national convention!

Legislative Seminar - Paul Swartz is at the top of the game keeping up with what needs to be brought to the attention of our Senators and Representatives, educating them how to

vote in our favor, supporting us, our jobs, and our future. Paul will share with you all the ins and outs of what is going on in Washington DC as he walks you through each Senate and House Bill that requires votes. He will help you understand each bill or resolution and explain to you why it is important regarding your job.

Retirement - For some, it is closer than for others. No matter where you are in your career with the Postal Service though, it is something you should think about. Beginning to save when you are younger will make a huge difference for when the day comes that you are of age to retire. But what

do you need to be doing? Who can you talk to? Where do you begin? This seminar will help guide you and educate you to answer all of these questions.

Thrift Savings Plan - In this "how to" seminar, you will learn how to manage your money to gain you the most savings possible. Why is this important? It goes hand in hand with the retirement seminar in providing for you the best retirement possible!

OWCP Seminar - Nobody likes getting hurt on the job. If you have ever had to file an OWCP claim, you know that there is almost always a bump in the road. Devin

Cassidy is the NRLCA's OWCP specialist and he will be presenting information on the process. He usually has a Q&A at the end of his seminar just in case he did not cover your specific needs during the presentation.

Last but certainly, not least, and not a seminar, but an annual tradition is the annual banquet. All sorts of fun are had and a chance to mingle, meet, and reacquaint with those who are in attendance, including all our national officers. It is always themed, and it is interesting to see how folks embrace the theme! There is always very good food and best of all, it is not all that

expensive. The banquet does sell out quickly, so it is important to get your tickets early. Information on how to get them is in *The National Rural Carrier* several issues prior to August.

So, as you can see, there is a wealth of information just in the seminars alone. The days and times of these seminars are printed in the July issue of *The National Rural Carrier*, the magazine sent out by NRLCA. I highly recommend you take advantage of this opportunity to attend all or part of the 2020 National Convention in Spokane, WA this August.



What is PAC and Why Should You Care About It?

By Dawn Ayers, PAC Chair

Do you know what the NRLCA-PAC supports with your donations? The NRLCA-PAC plays a key role in representing our interests on Capitol Hill by supporting key Senators and Representatives. NRLCA-PAC financially supports:

- * Members who are friendly to our positions.
- * Legislators who serve on committees with jurisdiction over issues important to NRLCA.
- * Congressional candidates who could support our causes, if elected.

The money contributed to NRLCA-PAC aids in each member's election campaign committee. Campaigns, in turn, use the money to send mass mailings, purchased TV and radio ads, fund "Get Out The Vote" efforts, and support their colleague's campaign efforts.

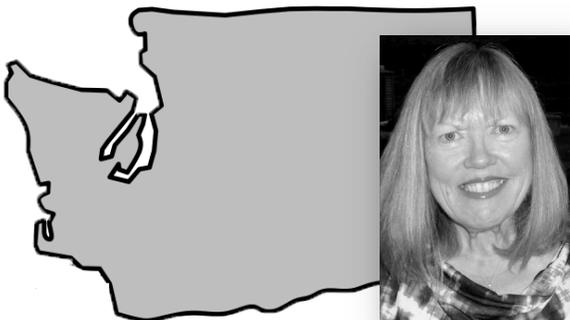
Why should you give to PAC? The NRLCA-PAC helps make the lives of rural letter carriers better. In the past, PAC contributions successfully aided in the defeat of efforts to restrict collective bargaining, made sure single piece parcels remained in the market dominant category, and scuttled anti-labor

In the past, PAC contributions successfully aided in the defeat of efforts to restrict collective bargaining

amendments. To ensure that our voices are heard from now through the next election, NRLCA-PAC must always be prepared and your continued donations help us with that. If you are already a PAC member, thank you for your contribution and please keep contributing. If you are not yet a PAC

member and would like to be, or would like more information on PAC, please feel free to contact your state PAC Chair. Also, don't forget about the PAC raffle drawings that are happening from now until State Convention. You will find all the pertinent information in the flyers in this magazine on how to win either an iWatch or a Mariner's Baseball themed quilt or a room night at the Centennial Hotel during State Convention in June. Good luck and thanks for donating to YOUR PAC!

The recent most recent PAC numbers are from the beginning of the PAC year through January 9th, 2020. We are currently #7 overall with \$11,225.23 in donations. That puts us #4 for per capita at \$5.41.



You Bid It, You Bought It! The Good, The Bad, and The Ugly

By Joyce Patteson, Seattle District Representative

It's been a number of years now since the Postal Service implemented the automated bid system and yet rural craft members still do not take the time to understand it, and/or use it correctly.

The Good -

After you begin working for the Postal Service, somewhere along the line you hear about the LiteBlue page on the internet. This is a website available to employees of the Postal Service where you're able to access a wealth of information including your paystubs and your OPF (Official Personnel File). The site address is www.liteblue.usps.gov and you will need your EIN (Employee Identification Number) to establish a login. When you first visit the site, you will need to request a PIN to use as a password the first time you enter the site. You will receive the PIN through the mail and it will take at least 7 to 10 days. Once you receive your PIN, you can log on to the site and set up a personal password.

The Bad -

The reason I'm telling you this is because you will need to be able to access the LiteBlue page in order to further your career with the Postal Service and bid on any other positions such as PTF positions (for RCAs who have completed their probationary period); and regular route positions (for other regular carriers, PTFs, and RCAs with one year of employment). If a position

is posted for bid and you haven't yet established a login to LiteBlue, you will likely be out of luck for bidding on that position because you've waited too long and won't receive your PIN in time to place your bid. While you may be able to make a bid by phone, you will still need that PIN in order to do so. Without that PIN, you will not be able to further your career.

The Ugly -

When a position comes open on which you may be eligible to submit a bid, it should be posted in your office, and management should do a standup announcing the posting. If the posting is local to your office, it will be posted for 10 days. It is during that 10-day period when you can login to LiteBlue to submit your bid - not before, and not after. If you go online to submit a bid, please make sure you know what you are bidding on because you bid it - you bought it. Once that posting period is closed, you cannot change your mind. That position is now yours.

Sometimes there are postings for other offices for which you may be eligible. This is one reason why it's extremely important to pay attention to what it states regarding the location of the job. There have been two carriers in the last few

months that no longer work for the Postal Service due to placing a bid on a job they didn't want. Both of these carriers were PTFs. In both cases, the PTF submitted a bid on another position that was in an office across the state and was awarded the position. One was a PTF position, and the other was a regular carrier position. In both cases, they ultimately didn't wish to relocate so their only options were to resign from the Postal Service, or be removed from their new positions for failing to report for work.

If you submit a bid on a position, you may change your mind and cancel your bid, but only while the posting is still live. Once it's closed, there are no options for change. This is why it's extremely important to submit your bid early within the posting period to allow you time to withdraw your bid if you've discovered that you made an error or bid on something you truly do not want.

A piece of advice: if you submit a bid on any position, make sure you print out the confirmation of your bid submission; and possibly more important, if you decide to withdraw your bid, print out a copy of that confirmation because without that, you have no proof that you withdrew your bid should the unwanted position be awarded to you. As stated above, once you are awarded the position there is no turning back without definitive

A piece of advice: if you submit a bid on any position, make sure you print out the confirmation of your bid submission

proof that your bid was withdrawn.

Another piece of advice: do not use your smart phone to submit your bids or to withdraw them. If you do not have access to a computer, please request assistance from management and they will allow you to use a Postal computer. Something this important deserves the best attention and that small screen on your smart phone doesn't provide that. This is a ca-

reer-changing experience and as provided by the previous examples, sometimes life-changing.

In closing, remember the words of Kahlil Gibran, "Kindness is like snow. It beautifies everything it covers." So far, we've been reasonably lucky in the snow department; and hopefully, we've been beautifying everything with kindness. Last year, we were inundated with the white stuff late in the winter, and as beautiful as it is, it makes

our job that much more difficult. Hopefully, the same won't happen again this year, but just in case, know that it won't last forever and we will get through. If I can offer one little tip to get you through your day - remember that one simple act of kindness - even if just to smile at someone, may change the course of the whole day for at least two people - you and the recipient. Please be kind.

.....

Ch-ch-ch-changes, as David Bowie would say -

As we welcome Alicia Peterson to the District-level team of stewards as a new Assistant District Representative, we say good-bye to a couple of team members who've been a part of the steward system for a long time - Janie Walla and Tammy Donaghue. Both Janie and Tammy have been long-time stewards and have served the NRLCA well for many years. So welcome, Alicia, and thank you, Janie and Tammy for your many years of service in the steward ranks. In addition, we were remiss when we failed to welcome Dawn Ayers to the position of Area Steward when she accepted that position last summer. For a list of specific offices she currently represents, see page 2 of this publication.



I Did Not Know That

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

As you might notice, there have been a few changes in the Portland Steward system. I want to take the opportunity to thank Renee' Pitts who has served as an Assistant District Representative in the Portland District since May 2016. Renee' has been a tremendous resource and will be greatly missed. Renee' is going to continue to serve as a full-time Assistant District Representative in the Seattle and Alaska Districts. We are welcoming Alicia Peterson as a brand new part-time Assistant District Representative. Alicia will be primarily helping in the Seattle District, but will be available to help in the Portland District. Alicia will be certified by the first week in February. Wel-

come Alicia!! Thank you, Renee'!! In the past several months, I have written articles on the PO-603 and Article 30.2 from our contract. The main theme was that we are held responsible to know "the rules". We are responsible to know the contract between the NRLCA and the USPS. We are also responsible to know the various postal handbooks and manuals that delineate our responsibilities. One of those manuals is the Employee Labor Manual (ELM). The ELM can be found on the www.nrlca.org website, under "Steward Operations". The ELM spells out some of our responsibilities both on and off the job. Did you know that you can be held responsible by the Postal

Service for some things you do off the job? If not, you should take a look at section 665 of the ELM.

In a majority of the investigative interviews I do, there is a question taken straight out of Section 665.13. "Employees are expected to discharge their assigned duties conscientiously and effectively". Management is asking whether we are doing our job with thought and that we are not purposely wasting time.

ELM Section 665.15 is "Obedience to Orders".

"Employees must obey the instructions of their supervisors. If an employee has reason to question the propriety of a supervisor's order, the individual must nevertheless carry out the order and may immediately file a

protest in writing to the official in charge of the installation or may appeal through official channels.”

Almost on a weekly basis, we receive instructions (orders) from a manager that we know is a direct violation of our contract. More often, we receive an instruction that we believe violates a postal manual or handbook. Even though we are absolutely sure of our opinion, we are obligated to follow management’s instruction unless the instruction is unsafe, illegal, or immoral. If we are going to not follow the instruction, we need to be very clear that the “man in the street” would immediately say: “That’s unsafe”! Grievances that are not settled between the Postal Service and the Union may finally be settled before an arbitrator. Most arbitrators know very little about the Postal Service and even less about rural delivery. A majority of the discipline that we see has a charge of “Failure to Follow Instructions”. If you are not going to follow management’s instructions, you want to be very sure of yourself. In almost every case, the advice is going to be: Follow the instruction and then file a grievance.

ELM Section 665.16 Behavior and Personal Habits.

“Employees are expected to conduct themselves during and outside of working hours in a manner that reflects favorably upon the Postal Service. Although it is not the policy of the Postal Service to interfere with the private lives of employees, it does require that postal employees be honest, reliable, trustworthy, courteous, and of good character and reputation. The

Federal Standards of Ethical Conduct (referenced in 662.1) also contain regulations governing the off-duty behavior of postal employees. Employees must not engage in criminal, dishonest, notoriously disgraceful, immoral, or other conduct prejudicial to the Postal Service...”

So, any misbehavior off the clock can have consequences for our careers. While some of the language is open to interpretation in general, a society-wide definition will most likely prevail. Most rural carriers have always believed that there are postal regulations governing what we do on the job, but very few have looked at, or are even aware that there are regulations that govern our behavior off the job.

The Postal Service will not accept the excuse: “I just didn’t know”

The ELM continues in Section 665.2:

ELM 665.21: Incomplete Mail Disposition. It is a **criminal** act for anyone who has taken charge of any mail to quit voluntarily or desert the mail before making proper disposition of the mail.

ELM 665.24: Violent and/or Threatening Behavior. The Postal Service is committed to the principle that all employees have a basic right to a safe and humane working environment. That there is to be no tolerance of violence or threats of violence. Also, that there is to be no tolerance of harassment, intimidation, threats or bullying. **It is im-**

portant to note that this section applies to ALL postal employees.

ELM 665.27 Gambling. Employees may not participate in any gambling activity while on duty or while on the property owned or leased by the Postal Service or the United States. So, if the office had a “pool” for the NCAA basketball playoffs, that would be a violation of this section.

ELM 665.3 Cooperation in Investigations. Employees must cooperate in any postal investigation, including Office of Inspector General investigations. This includes investigative interviews.

I have not cited nor reviewed the entire 665 section of the ELM. There is much more to this section to which we are all held accountable. Some offices may have a hard copy of the ELM, but how do we, as rural carriers have access to this postal manual? Again, every member has access to the NRLCA web-

site (www.nrlca.org). If you log on, then look under departments, then Steward Operations, you will find USPS manuals and handbooks. The ELM is found under that link. I strongly urge every rural carrier to look at the ELM, the PO-603 *Rural Carrier Duties and Responsibilities*, and most especially, our contract with the Postal Service. The Postal Service will not accept the excuse: “I just didn’t know”. It becomes crystal clear why I say:

Ignorance May Be Bliss, but it Will Cost You!

Monte Hartshorn
Portland District Representative

If you’re interested in applying to an appointed position of the WARLCA, the list of positions and duties can be found online at www.warlca.com or you can email President Kurt Eckrem at warlcapresidenteckrem@gmail.com

Leave Replacement Corner

Did you know...

... that when an ARC converts to an RCA there is no new probationary period? (Article 30.2.C.9)

... that when an RCA converts to a PTF there is no new probationary period? (Article 30.2.C.3)

... that when an RCA or PTF converts to a regular carrier there is no new probationary period? (Article 30.2.C.4)

... that you're required to have a vehicle available to use in case of assignment to a route with no USPS vehicle assigned? (Article 9.2.J.2)

... that you can be required to provide a vehicle to perform auxiliary assistance on any route? (Article 9.2.J.5)

... that you cannot be required to provide a vehicle when scheduled on a route with a USPS vehicle assigned; however, if requested - you may voluntarily provide one? (03/07/88 MOU on USPS Provided Vehicles)

... that you cannot perform vehicle maintenance on an assigned USPS vehicle such as changing flat tires, or checking the fluid levels? (12/07/94 Gamble Letter on USPS Provided Vehicles)

Information provided by Washington's
District and Assistant District Representatives



Marie Monohon, 50-Year NRLCA Member

By Doug Rinehart, Past Region 2 Committeeperson

Tuesday January 7, 2020 was a special day, for Marie Monohon and myself. Please let me explain. It was an honor and a pleasure to travel to Raymond, WA to present Ms. Monohon with items commemorating her attaining 50 years of membership in the NRLCA and WARLCA. She received a certificate and letter from the NRLCA national office, a book (History of Rural Delivery by Lester Miller), a certificate from the WARLCA, and a 50-year lapel pin. Ms. Monohon (87) worked at the Raymond Post Office for her entire career, carrying all of the rural routes in the office.

Why was it special day for me, you ask? Marie trained me as a carrier when I first started in the Postal Service in 1981. She taught me the 'right way' to do the job and I carried that training with me for my entire career. I owe her many thanks.



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 1-844-215-4199 by 05/29/2020

Use code 2006wrlca2 when making reservation.



Meet and Greet Saturday June 13, 2020

Business Session June 14-16, 2020

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 1-844-215-4199 --- 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.

Looking for Employment? Legislative Update January-February 2020

By: Legislative Director Lorrie Crow

Could this be what the future holds for employees of the USPS? If some sort of postal reform is not passed, it very well could be.

In an article released on January 22, 2020 in *Linn's Stamp News*, the new five-year study released by Postmaster General Megan Brennan and Robert Duncan, Chairman of the Postal Service's Board of Governors, states that if the Postal Service meets all of their financial obligations it will no longer have financial fluidity by 2021. A large portion of this financial responsibility of course includes the \$5.5 billion yearly prefunding mandate. According to Megan Brennan's April 30th testimony before the House Oversight Committee and Reform, if these payments are not made, the Postal Service has until 2024 before it runs out of cash.

Although these statements are true, if you dig deeper and read the United States Postal Service Five Year Strategic Plan for Fiscal years 2020-2024 by Megan Brennan and Robert Duncan in its entirety, it paints a bit of a different picture. The study is in-depth and comprehensive, and I would recommend everyone read it. But no matter what or who is reporting, the survival of the Postal Service depends on postal reforms. With the prefunding mandate accounting for approximately 90% of the financial woes for the Postal Service, getting HR 2382 passed in the House and S2965 through the Senate is the first step. A super majority has been met and surpassed in the House and on December 4, 2020 a motion to place HR 2382 on the Consensus Calendar was made.

Currently HR 2382 has 302 cosponsors. There are 435 voting members of the House of Representatives, and as of this date 232 Democrats and 70 Republications have signed on to this bill. The one holdout for Washington is Jamie Herrera Beutler (R-WA-3). By now we all know what comes next. If you are one of her constituents, start making those phone calls. I have heard it time and time again that public opinion really does sway their vote.

Correction: In the December update I jumped a head of myself and already started referring to the 117th Congress. We are still working with the 116th Congress, I apologize for the confusion.



[This Photo](#) by Unknown Author is licensed under [CC BY-SA](#)

January 29, 2020

County Corner

Goodwill Tour 2.0

By Philip Bergman

What? I said I'd do this Goodwill Tour every year I was elected to County Office! So, I've gone and done this again. To be honest, I wasn't sure there'd be anything worth writing about a second time, but I think there's something here, and I'm dragging you along again for the journey of the Goodwill Tour concerning Whatcom County. But to keep things interesting, let's play a little game of "Two Truths and A Lie." One of these three statements about this year's trip is false. The other two are true. You'll find out for certain as you read; meanwhile, the statements are:

A, My car got searched three of the four times I crossed the Canadian border on the Point Roberts leg of the trip.

B, I got my postage for free at one of my stops.

C, The Goodwill Tour has grown this year to include more stops.

I admit that starting this year's tour took some effort. Part of the problem was, I had nothing to send out. I didn't go to state convention this year, I didn't have as many cards to send out, and I wanted to make sure I had planned it out better. For example, I knew this time that a trip out to Newhalem and Diablo shouldn't include going all the way out to Mazama (Hi, North Central!), and also that "Mazama" rhymes with "Pajama." Being more aware of the limited hours of service of some of the smaller offices really helped save me gasoline and stress too. I also wanted to make sure it took fewer actual days spent travelling to accomplish this year's tour. I especially remember thinking that

five stops in two hours from last year's tour shouldn't remain the record. I decided I had to set a new record. So, with more thorough research about the various offices' hours of operation, strategically planning my stops to fit those timetables, and making sure my car was in good... ish condition, I departed early in the morning.

The day had only two missteps. The first stop was supposed to be Rockport, which if you'll recall, is part of the mail service to the company town of Newhalem, but I misread the hours of operation. Thinking they opened at 8:00 a.m., I got there bright and early, only to find out that lobby service doesn't start until 11:30 a.m. That's a big booboo. So, rather than sit and waste time, I kept going on to Marblemount, where they were open that early, thankfully. Then I moved on to Newhalem, and the "post office" in the administration building there, after buying a postcard at the general store. This led to the other misstep. Last year, buying a stamp in Newhalem went smoothly because the lady who helped me regularly handled the postal affairs for the company employees. And she apparently works afternoons. This time, I was there at 8:30 in the morning, she wasn't there, and none of the other employees knew how to sell me a stamp. No kidding, they actually called down their supervisor to help me. I just stood there shocked, explaining I just wanted to buy a stamp and send something out from there. The supervisor, unsure what else to do, just gave me a stamp from her desk without charging me for it, let me send out the postcard to my coun-

ty unit's legislative liaison, and sent me on my way (Statement B was true). I was still doing good for time, but if every stop was going to be like this, maybe five would remain the record. Fortunately, the employee at the gift shop at the North Cascades Environmental Learning Center in Diablo was the same girl who helped me last year (though I don't know if she recognized me), and the postcard to my county unit vice president was mailed out without a hitch (Hi Donna!).

I still got back to Rockport too soon, so I doubled back towards the bigger towns in Skagit County. Some of the post offices in smaller towns are closed for a half hour for the clerk's lunch break, and words don't really do justice to describe the miles and time that transpired. To keep it brief this time, I'll just say I momentarily bypassed Sedro Woolley, which has addresses in Whatcom County, and opted for Acme first, actually in Whatcom County. I got there before the clerk went to lunch, thankfully. After that, I retraced back to Sedro Woolley, and then made the long haul back to Rockport for the last time, then back. Even with all the miles driven and time spent going back and forth along Highway 20, the Contract Postal Unit in Glacier still wasn't open yet. So first it was to Deming, then Maple Falls. I still got to Glacier slightly early and was standing at the window when they opened. After that, it was to Sumas. Then, I stopped by the building that used to be the Nooksack Post Office and drank a toast to the fallen. I got video of it on my phone, too. We'll see if we can get it up on the WARLCA site

for a lark. If not, I'll put it on social media somehow. Everson after that, followed by Lynden, Custer, then Ferndale. It was getting late in the day by this point, and I had a bit of a wait in Ferndale. Fortunately, I got out soon enough to get to the Contract Postal Unit at the Yorky's in Bellingham just before 4:30 p.m., when they closed the postal counter. And pressing my luck and gas tank one last time, I headed north on I-5 once more to get to Blaine, which closes at 5. It was long, productive day, and a new record set: sixteen stops in one day, seventeen if you include visiting the grave of the Nooksack office. Even better, I did it on one tank of gas, which is something, because I had driven about 400 miles.

After that, knocking out the final six should be no sweat, right? But wait, there's more! Spending too much time on Google maps in my spare time taught me that the town of Concrete, along Highway 20, does in fact, extend into Whatcom County, even though there are no residences there. It's an entry into the Mount Baker Snoqualmie National Forest, and there's no mail service in there, though there is a lodge, a hatchery, and a dam; but they're listed as being both in Concrete and Whatcom County, so Concrete got added to the list. More time browsing the map showed how small the towns of Lyman and Hamilton really are. And they both border... Sedro Woolley. So, I assumed that they got their service from Sedro Woolley. It's a bit of a stretch, but they both have their own clerk-service post offices, and they're on the way to other, already established stops on the tour. So what's a couple more? Also, while Bellingham dips into Skagit County, it also appears that the property lines for some of

the northern addresses in Bow might possibly extend into Whatcom County. Yup, you know what that means. So, the second day out, trying to hit as many of the remaining stops as possible, I started with Point Roberts. And it was quick and painless. One crossing, I said I was going for part of a letter-writing campaign (foreshadowing alert!), and the other three times, I said I was there on postal union business (semi-true), passing through with no troubles. Sorry sadistic folks, Statement A was the lie. In fact, that trip went so smoothly, that I had over an hour before the Lummi Island post office opened, which I'd planned to visit second. Instead, I went to the Contract Postal Unit on the Campus of Western Washington University. Last year, I was told that it'd be in Haggard Hall by this time. It wasn't yet; it was still in the Viking Union. After that, I set for the docks of Lummi Island. And hit a snafu. Turns out that, like last year, I chose to try and visit during the three-week period while the ferry to the island was in drydock. Oops. So much for finishing up that day. I wasn't going to walk around the island, so onto my next stop. The rest of the stops in Bellingham soon followed: the Mount Baker Station, Bellingham's Main Office, and the station inside the Federal Building. And since I had the time, I returned to Skagit County to visit my newly added stops to the tour. Bow first (Hi ladies!), followed by Lyman. In Lyman, I was told that a Sedro Woolley carrier did indeed bring the mail for Lyman to their post office, with no street service. Then found out that all the carriers who deliver in Sedro Woolley are stationed out of the carrier annex in Burlington, so I had to add Burlington, too. In Hamilton, I got the same story: carrier from Sedro

Woolley, and no street service. Apparently, the same thing is also true of Clear Lake. However, the clerk in Clear Lake said that no carrier from Sedro Woolley or Burlington comes by, and that it's just the dispatch truck that first stops in Burlington that also brings the mail to the Lyman, Hamilton, and Clear Lake post offices. So I'm not sure what's going on. If a Burlington or Sedro Woolley carrier would like to get in touch with me and let me know if any of the routes out there include any of those three small towns, that'd be of great help. Just in case, they've been added to the tour, for this year at least. Concrete followed, and finally Burlington. Statement C is definitely true, and I just keep making this thing more convoluted! Isn't it terrific?! A couple weeks later, the ferry to Lummi Island was out of drydock, and I fulfilled my obligation there. I also decided that living in this county means the Goodwill Tour should also include sending something out of my own mailbox, thus getting my own carrier involved in the tour (Hi Haley!). Oh, and just like last year, everything regarding the tour was done out of my own pocket. No county or state funds received to enable my madness.

Of course, hitting all those stops in only a couple fell swoops still required having things to send out. Who among us would have sixteen different things to mail out in one day? The key to that came from our own Joyce Patteson (Hi Joyce!) In sending the legislative update emails, I saw that one of the measures therein was not supported by my Congressperson, Suzan DelBene. But I serve Whatcom County, and Whatcom County has parts in two congressional districts, DelBene's and Rick Larsen's. Plus, we all have two senators. In our publication, and at our conven-

tions, we are frequently encouraged to contact our people in the legislative branch to vote in favor of our posterity and prosperity. And each representative has three offices, while each senator has seven. That's twenty of the original twenty-two stops. Plus, why settle for just a letter? Let's give them more, something that makes my correspondence stand out. But what do I have to offer? I'm just a man of stories, and... that's it! What better way to impress upon our legislators the importance of the postal service's needs than to tell how important all our local postal services are! So all three of Rick Larsen's offices, all three of Suzan DelBene's offices, all seven of Senator Patty Murray's offices, and all seven of Senator Maria Cantwell's offices each received a copy of the original Goodwill Tour of Whatcom County, plus a handwritten letter explaining what they were being given. It took a lot of time and coordination, not to mention battling writer's cramp, but I did it. I was certain I'd either be ignored or be informed of being put on a Congressional watch list of sorts.

Well, I never heard back from either of our senators. Suzan DelBene's office sent me a nice little form letter explaining the details of the one bill she has not co-sponsored yet, and that her support or lack of same was indeterminate at this point. The real treat though, came from Rick Larsen's staff. I received a wonderful email from Laura Gelwicks, the Community Liaison for Rick Larsen in Whatcom County (Hi Laura!). She thanked me for my letter and offered to meet with me to discuss my thoughts and concerns pertain-

ing to rural delivery, and USPS at large. So, on October 2, 2019, I adorned my sharpest haberdashery (my nicer Deadpool T-shirt), and met with my county's legislative liaison, whom I'd invited (Hi Linda!), and met with Ms. Gelwicks. She told us that she thoroughly enjoyed my little odyssey, as did her associate in Washington, D.C. (Hi, Sam!), and that she had to explain Point Roberts to him. Turns out she's from Sumas, to boot! On the business end of things, we asked her to give Larsen our gratitude for his support for all current House Resolutions that would benefit USPS. We talked about which ones we were particularly vehement about getting passed. We also talked about other issues that affect us, including vehicle import laws and how they affect rural carriers having to provide their own vehicles, the tax code as it affects us, and even the possibility of antitrust action in the future. It was a very productive meeting and made me so happy, that I mailed her a thank you card afterwards, from the Sumas post office, of course. It made the whole Goodwill Tour for this year worthwhile, to get time with the staff of a national representative.

So the next time a steward, a regional committeeperson, or an article in our newsletter stresses the importance of getting in contact with your representatives and senators, take it to heart. Here in Washington state, at least one county unit managed to get a representative to attend one of their meetings. It doesn't happen every time, but it can happen, and it'd be more likely to recur if more carriers contacted them. Write your representatives to support all pertinent

House Resolutions and thank them for their co-sponsorships of those they have. Write our senators; If nothing else, write them at their seven offices to apologize for the fact that I'm allowed to run loose without an electronic shock collar around my neck at all times. They'd probably appreciate that at least. But also thank them for their support of Senate Resolution 99, and ask them to support S. 2965, a newly introduced bill in the senate to remove the prefunding onus placed upon USPS. So often we prefer to leave it to our stewards, district representatives, assistant district representatives, county officers, and state officers to do all the heavy lifting. But the more people lifting, the easier it is for all us. Make those phone calls, write those letters, pester those legislators.

As for me, yup, I'm thinking about next year's tour, if re-elected. This time I'll be sure to plan the trip to Lummi Island when the ferry isn't in drydock. Will I hear from our senators this time around? Will I speak to a congressional liaison again? Will I beat my record of sixteen stops in a single day? And will I have any new insights to continue the telling of this fractured fairytale? Find out next year, in our thrilling climax, "Whatcom Next?" or "TOCUTIOC Tuesday!"

Philip Bergman

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.

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 AM

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 1, 2020 for inclusion in the Spring 2020 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

Classified Section

Disclaimer: Announcements in this section will be strictly limited to mutual transfer requests. The WARLCA is not responsible for the accuracy of the information provided in mutual transfer requests. This service is free of charge to NRLCA members. Membership will be verified. Publication will be subject to magazine's deadlines and space constraints. The WARLCA is not responsible for arranging mutual transfers.

Requests for delivery vehicle sales should be submitted via email to warlca@gmail.com. Delivery vehicle sales may be sent to the membership via email updates and/or posted on warlca.com. Due to safety concerns, the ¼ ton Jeeps will not be advertised.

“My route is in Abilene, TX. 45K LLV 24 miles. Office has 23 full time routes, 2 auxiliary, most LLV some POV and continues to rapidly grow. Looking for any area within one hour of Tacoma.

Email: wagner.jaysond@gmail.com”

2020 Western States Conference Registration Form

DATE: April 16-18, 2020 (Thursday afternoon through Saturday)

LOCATION: The Handlery Hotel 950 Hotel Circle, North San Diego, CA 92108

ROOM RATES: The room rates \$139 per night plus tax, includes breakfast. Parking is \$7.00 per night.

PHONE: (619) 298-0511 or (800) 676-6567 for The Handlery Hotel use Group Code California Rural Letter Carriers' Association or Western States Conference. These rates are good three days before and three days after the conference. Cancellations must be 24 hours in advance.

CONFERENCE REGISTRATION:

Registration Fee is \$75.00 (Cost is \$85.00 after March 13th) x _____
Includes Meet & Greet on Thursday, Breaks, Lunch on Friday, Seminars

NUMBER TOTAL

\$ _____

PLEASE PRINT:

TOTAL ENCLOSED:

\$ _____

Name(s): _____

Address: _____

City/State/Zip: _____

Phone#: _____

Email: _____

ENCLOSE CHECK PAYABLE TO: "CARLCA" FOR TOTAL AMOUNT. Add Late Fee of \$10.00 after March 13th mail by March 13th to CARLCA PO Box 2217, Oakdale, CA, 95361.

For Questions: Please call Celeste Boyd at (951) 666-0160 or email celeste.boyd@nrcla.org

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:

- 55-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.

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.



October 23-25, 2019 WARLCA Board Meeting Minutes Centennial Hotel, Spokane, WA

Members in attendance: Kurt Eckrem: President, Lisa Benson: Vice President, Rebecca Wendlandt: Secretary-Treasurer, Isabella Lopez: Region Committeeperson 1, Alicia Peterson: Region Committeeperson 2, Lorrie Crow: Region Committeeperson 3, Paige Barrett: Region Committeeperson 4. No guests.

President Eckrem called the meeting to order on Wednesday, October 23, 2019 at 10 a.m. with all board members in attendance.

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

Approval of Prior Minutes: The board approved July 22-25, 2019 board minutes.

Correspondence: Kurt read a letter concerning an orientation.

Review Tasks: The board reviewed the tasks list and updated it. The board reached consensus to give approved retirees \$75 per orientation and mileage to attend orientation.

Officer Reports:

President: Kurt said NRLCA contacted him on NSS recommendations and he recommended the current DRs and ADRs as well as Janie Walla and Lorrie Crow. Kurt also wrote a letter to the NRLCA, which the board reviewed and approved, concerning orientation. Kurt was notified by NRLCA that he is the chair for 2020 National Convention and he appointed Levi Hanson the chair for the volunteer committee and Joyce Patteson the chair for the golf committee. Joyce wants a co-chair too. Kurt asked the board to review ideas for the logo and Kurt will make the final decision and let National know. Kurt brought the historical tubs, boxes, pictures to the board meeting to be reviewed

and those items the board felt to be kept will be taken to the storage unit. Kurt tried to contact a 50-year member to present an award and found out she was in the advance stages of dementia according to her son. However, Doug worked with her and Kurt will contact Doug if he can present the award to her with her son there. Kurt said he has gotten permission from Michigan to use "How to Regular" as long as they get credit for it. Kurt also said that Wendy is back with EAP and suggested we ask her to speak at 2020 State Convention.

Vice President: Lisa got a card from someone who does woodwork for a gavel for national convention and will give the information to Kurt for 2020 National Convention. Lisa attended one orientation and went to one county meeting for Isa since Isa was doing training at Pasco.

Secretary-Treasurer: Becky updated the board on trademarks, recruitment, and dues going up starting PP2/2020 and also again for November salary increase. Becky reported that the LM2 is done for the State, as well as LM4s are done for each county. Becky also did each county 990N to keep their IRS non-profit designation. Becky will present a proposed updated budget later in the meeting.

RCP 1: Isa was at King-Snohomish meeting that was poorly attended. They decided July was not a good time to have a meeting. Whatcom meeting is November 6 and Island has not scheduled theirs yet. Isa got a 2021 State Convention contract that has been signed by Kurt, and also a January 2020 board meeting contract that Kurt needs to sign.

RCP 2: Alicia said Mutual meeting was well attended and felt the text messages she sent out to contacts

she has helped as area steward really helped. Alicia attended a successful Peninsula meeting and got good PAC donations. Lower Columbia had 18 members in attendance.

RCP3: Lorrie reported that East Central was well attended with Jeff and Levi challenging each other on PAC and Lorrie joined them. NE meeting only had two members and meeting was cut short because the restaurant was closing. NC only has an annual meeting but she is hoping to encourage them for another meeting.

RCP4: Paige reported that only two officers, one member, and Joyce attended the Apple meeting. Paige has a signed contract for 2022 State Convention.

2020 State Convention: The board decided to have the Sunday Night Seminar June 14, 2020 to be an OWCP seminar. Mike Watson has been contacted. The registration fees were decided. The hotel notified us that we are not going to be able to bring homemade food for the PAC auction. Possible speakers are Cathy McMorris Rodgers and Seattle DM, maybe edit book training or tour of the plant, as well as Wendy with EAP. Kurt named the pre-election committee as Jaymie Tiffany and Colin Giglio and the Election Committee Chair as Doug. Suggested Levi on election committee and need one other in Spokane to check return PO box.

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 presented bids to the board for 2023 convention. The Heathman Lodge was too expensive and so was Quinault Ocean Beach Casino. However the Chateau Westport seemed ideal with room rates of \$103 day for up to two people, \$300 day meeting room fee without catering for two meeting rooms or \$150 day with catering.

The meeting was adjourned at 6:04 p.m. and reconvened with everyone present on Thursday, October 24, 2019 at 8:08 a.m.

Budget: The board reviewed the proposed budget and approved it. Kurt noted that because Washington State can't promote NGIC then NGIC will not be allowed at our 2020 National Convention in Spokane.

Appointed Positions:

Chaplain: The board reviewed the duties of a chaplain position and after a vote it was decided not to have an appointed chaplain.

Webmaster: The board reviewed the webmaster contract and Becky signed it. The board approved one ADOP for Becky and Isa to work together so Isa can take over the website.

Editor: The board reviewed the editor contract and Lisa signed it. The board approved one ADOP and a salary of \$160 for each issue to the editor to replace the full salary of \$425. This is to experiment with time frames and meeting deadline.

OWCP and Retirement Seminar:

The board decided on having Mike and Linda Watson from 10 a.m. to noon and Joni Montroy from 1 p.m. to 4 p.m. on Sunday, March 29, 2020. Decision was made to charge a \$20 fee to all (members and their spouses) with the \$20 being refunded once they attend the seminar (no refund for spouses). Deadline for pre-registration is March 15. The board worked on the registration form and will continue it by email to finalize it. We will need a sign in sheet at the vestibule with each person signing it getting one packet of handouts. Non-members can join at the door. Parking may be an issue and hotel said they will have someone standing out there collecting the \$5 fee. Mike and Linda charge air flight for both, \$40 per day food per diem and overnight stay if required.

2020 National Convention: Lisa and Alicia both have a customer that can make a shadow box for the gavel. Kurt will contact them and get estimates based on NRLCA's instructions. Kurt will decide on logo and work with NRLCA Kathleen and Don. Suggestions were "Welcome to the Evergreen State Where Service Begins with a Smile", WA logo, clock tower, and wagon, apples, salmon, and mountains. So far David Ray has volunteered to work on a committee and Becky has given local names to Levi. Kurt will write article and get governor proclamation, as well as coordinate with speakers. Kurt will find a color guard, and arrange for the post office to have a booth.

Conference Call with Monte Hartshorn, NRLCA Portland DR: Monte joined the board by conference call and talked about his frustrations with the lack of relief carriers going into this holiday season.

Auxiliary: Joe Horlacher and Fred Cavazos joined the board to discuss the auxiliary and updating the

board that they were president and vice president from the previous auxiliary and that they still had funds at APCU. All is on hold waiting for disposition of National Auxiliary, funds, and affiliation agreement. The NRLCA Auxiliary will let WARLCA know when a WARLCA Auxiliary has been recognized by them. Nothing can be promoted or talked about at meetings until this happens.

Board Policy: The board policy was updated as follows:

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

Under WSC: 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.

New Title: NATIONAL CONVENTION:

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.

Conference Call with Joyce Pateson, NRLCA Seattle DR: Joyce joined the board by way of conference call and discussed having OWCP seminar at State Convention. Joyce has talked to the new Seattle DM and he seems to be easier to work with than the last one. Joyce said we can use the RCA page question/answers as email updates as long as we make it clear it is from Joyce and Monte. Discussion on the use of the "How to Regular" from Michigan with nothing firm decided.

The board adjourned at 5:45 p.m. and reconvened at 8 a.m. on Friday, October 25, 2020. All board members were present.

Historical Items: The board went

through the historical items and came up with the following:

Consensus to donate to PAC one tub of steward related items to be sold at State Convention. Consensus that Becky will shred two boxes and two boxes will be recycled by Kurt that should not be in historical items and storage. The rest of the historical items (seven tubs, six boxes, and long photos) will go to the storage unit.

WRC: The board reached consensus to give Lisa one day of ADOP plus \$160 salary instead of the \$425 salary to give her some consolidated time to get the WRC out. This will stay in place unless changed by the board. Lisa asked that all items go to the editor's email, not the Vice President. She hopes to have a draft by November 1 for the fall issue.

Winter Issue: Each board member can send their article draft to the board by January 6, 2020 (optional to send draft) for any input they want. The final article deadline to

Lisa is by January 13, 2020. Lisa will have WRC draft to the board by email on January 27, 2020. The board will review and approve the winter issue at the board meeting on January 29-31, 2020. The final WRC will be sent to the printer by February 7, 2020. The first page will be on the OWCP/Retirement Seminar and written by Kurt. Lorrie will write on legislative and state convention. Alicia will cover annual county meeting participation. Isa will present the how to do a resolution and proposed constitution change. Paige will report on National Convention seminars and encourage WA members to attend National Convention in Spokane. Becky will cover all stats and official forms.

Spring Issue: The WRC spring issue must be done and in the mail by April 1, 2020 to cover official legal notices.

Final Board Meetings for 19/20 Year:

Winter Meeting: Holiday Inn and

Suites Bellingham, 4260 Mitchell Way, Bellingham WA 98226.

Date and Time: Wednesday, January 29, 2020 travel in morning and meeting from noon to 5 p.m., except for Lorrie and Becky who will drive over January 28, 2020. Thursday, January 30, 2020 meeting from 8 a.m. to 5 p.m. Friday, January 31, 2020 meeting from 8 a.m. to 11 a.m. and travel in the afternoon.

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. Becky to get location at Yakima or Moses Lake since Ellensburg has poor internet service.

Vouchers: The board reviewed and approved vouchers from July, August, and September 2019.

After a brief meeting critique the board adjourned at 11:49 a.m.

Respectfully Submitted,
Becky Wendlandt

Local Stewards

Dawn Anderson, Benton City
Laura Aries, Langley
James Arvin, Cheney
Dawn Ayers, Sumner
Paige Barrett, Grandview
Lisa Benson, Marysville Main
Dawn Boyer, Battle Ground
David Blackmer, Monroe
Amy Bullion, Ferndale
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
Nick Hafer, Vancouver
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
Jemini Rogers, Rainier
Jody Rogers, Shelton
Bonnie Salzman, Graham
Billie Shinall, Pullman
Darin Stone, Gig Harbor
Jeffrey Taylor, Greenacres
Corina Wietasch, Puyallup
Rena Wise, Mount Vernon

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
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MAILING ADDRESS	CITY	STATE	ZIP CODE +4
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POSTAL INSTALLATION WHERE EMPLOYED	ZIP CODE OF INSTALLATION	INSTALLATION FINANCE NO.
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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
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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



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

David Johnson

Jamie Matthews

Sarah Turk

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

Member Totals by Class		Nonmember Totals by Class	
Regular	1,096	70-5 — ARC	143
PTF	84	71 — Regular	163
Retired	265	74 — RCA VAC RT	6
Associate	2	76 — PTF	7
RCA	603	78 — RCA	207
Retired Associate	1	79 — RCA AUX RT	16
Recently Retired	8	Total	542
ARC	43		
Cash-Paid	34		
Total	2,136		

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

Congratulations Retirees!

BURT, REBECCA L	BURLINGTON
FREDRICKSON, DARREN T	ELMA
HILL, KAREN J	WOODINVILLE
JEWELL, PATRICIA G	BELLINGHAM
KACALEK, CYNTHIA L	WOODLAND
KING, RANDOLPH R	BOW
BRUNOTTE, DIANE J	CHATTAROY
SCAROLA, KEN F	GOLDENDALE
TEASLEY, JANICE L	CHEWELAH

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!

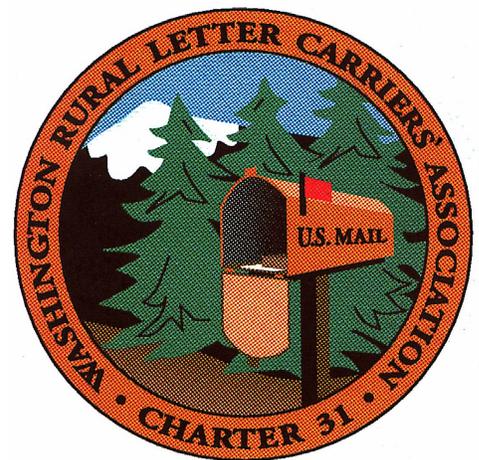
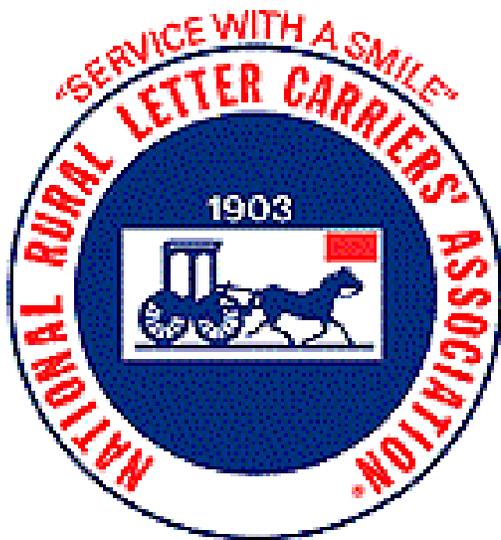
7 - RCA	ARLINGTON	KEMPER, COREY	7 - RCA	MEDICAL LAKE	TRACY, ANDREW	7 - RCA	SNOHOMISH	HAGEN, JOHN
7 - RCA	ARLINGTON	HARRIS, CASEY	7 - RCA	MEDICAL LAKE	NOSOV, VASILY	7 - RCA	SPANAWAY	RIVERA MEDINA, JONATHAN
7 - RCA	ARLINGTON	COATES, DARRELL	7 - RCA	MEDICAL LAKE	HARSIN, JAMES	7 - RCA	SPANAWAY	YOUNG, MAKAYLA
7 - RCA	BATTLE GROUND	BYFORD, LINDEY	7 - RCA	MILTON	ANDERSON, JUSTIN	7 - RCA	SPANAWAY	SUPINSKI, VALARIE
7 - RCA	BATTLE GROUND	MASON, BRIAN	7 - RCA	MILTON	HESBURN, ROBERT	7 - RCA	SPOKANE	GROSS, JUSTIN
7 - RCA	BELLEVUE	FRANCIS, KIMBERLY	7 - RCA	MOSES LAKE	RANGEL, JESSICA	7 - RCA	STANWOOD	FLEISCHER, TAMARA
7 - RCA	BELLINGHAM	GIESEKER, KIRSTEN	7 - RCA	MOSES LAKE	SHUTE, RACHEL	7 - RCA	STANWOOD	LAFLEUR, MARSHALL
7 - RCA	BELLINGHAM	HAYS, GREGORY	7 - RCA	MOXEE	FRIEDRICH, DESMIN	7 - RCA	STANWOOD	LUKEHART, KELSEY
7 - RCA	BELLINGHAM	HICKMAN, MATTHEW	7 - RCA	NEWPORT	COMSTOCK, AMBER	7 - RCA	SUMNER	PARANADA, TRAVIS
C - ARC	BELLINGHAM	BATTH, JAGDEEP	7 - RCA	NORTH BEND	PHOMSOPHA, NATHAN	7 - RCA	SUMNER	HUSSAIN, MUHAMMAD
7 - RCA	BLAINE	LEWIS, RYAN	7 - RCA	NORTH BEND	BELTRAN, KEITH LOUIE	7 - RCA	SUNNYSIDE	PATTISON, LANCE
7 - RCA	BLAINE	HEWETT, AUSTIN	C - ARC	OAK HARBOR	MARSHALL JR, WILLIAM	7 - RCA	TONASKET	AVERY, HOLLY
7 - RCA	BLAINE	HOLMAN, LAWRENCE	7 - RCA	OCEAN PARK	MARPLE, TRACY	7 - RCA	VALLEYFORD	LUBAHN, JENNIFER
7 - RCA	BREMERTON	ERICKSON, CHERIN	7 - RCA	OLYMPIA	CURRIE, MICHELLE	7 - RCA	VALLEYFORD	COLISTRO, MADILYN
7 - RCA	BREMERTON	BAILEY, OLENA	C - ARC	OLYMPIA	IBARRA, DANIEL	7 - RCA	VANCOUVER	DEAL, JAMES
7 - RCA	BRUSH PRAIRIE	STANDEFER, ROBIN	7 - RCA	OLYMPIA	MCKINNEY, JACQUELINE	7 - RCA	VANCOUVER	YOUNG, LLOYD
7 - RCA	BURLINGTON	FAIN, CHERAJOY	7 - RCA	OLYMPIA	MACEANRUIG, DANIEL	7 - RCA	VANCOUVER	CARMONA LOBAINA, ARGENY
7 - RCA	CARNATION	TENNEY, LEONIDAS	7 - RCA	OLYMPIA	HOOVER, KAILEY	7 - RCA	VANCOUVER	BITTER, CORBETT
7 - RCA	CENTRALIA	WYATT-SMITH, HAILEE	7 - RCA	OLYMPIA	TWITTY, WALTER	7 - RCA	VANCOUVER	BAKER, AMVER
7 - RCA	CHEHALIS	ROCKS, LINDA	7 - RCA	OLYMPIA	KAEL, KHODEA	7 - RCA	VANCOUVER	TAZIVEV, ISAAK
7 - RCA	CHEHALIS	PARSONS, MICHAEL	1 - Regular	OLYMPIA	DAVIS, LEIGH	7 - RCA	VERADALE	MOSHER, BLYTHE
4 - Retired	CHENEY	NELSON, ERIC	7 - RCA	OLYMPIA	EUBANKS, WESLEY	7 - RCA	WALLA WALLA	RUBLE, CHRISTOPHER
7 - RCA	CHEWELAH	DOUGLASS, DARCIA	7 - RCA	OTHELLO	ANDERSON, LORI	7 - RCA	WALLA WALLA	HUTCHINS, ROSAMARY
7 - RCA	CHEWELAH	SCHALLER, JOSHUA	7 - RCA	PASCO	ALHAMADANI I, ALAA	7 - RCA	WALLA WALLA	KNIGHT, NISRINE
7 - RCA	COLBERT	YOUNGER, AMANDA	7 - RCA	PASCO	DANILYUK, PAVEL	7 - RCA	WALLA WALLA	WILKS JR, GENE
7 - RCA	COLVILLE	LANZARONE, JOHNY	7 - RCA	PASCO	DANYLYUK, MOSES	7 - RCA	WALLA WALLA	LOWE JR, CHARLES
7 - RCA	COLVILLE	DECHENNE, BRIAN	7 - RCA	PASCO	MALLETTE, SARAH	7 - RCA	WAPATO	TINAJERO, GABRIELA
7 - RCA	CONCRETE	FINCKBONE, SARAH	7 - RCA	PASCO	POSIANO, STEVEN	7 - RCA	WASHOUGAL	GREENE, KELLY
7 - RCA	COUPEVILLE	VORPAHL, KATHLEEN	7 - RCA	PASCO	ENRIQUEZ, ANDREW	7 - RCA	WENATCHEE	YIP, BETTE
7 - RCA	DAVENPORT	HOON, CHAD	7 - RCA	PORT ANGELES	SHORE, JACOB	C - ARC	WENATCHEE	ZAVALA GONZALEZ, IBETH
7 - RCA	DUVALL	GALARDI, GIOVANNI	7 - RCA	PORT ANGELES	VALDEPENA, MEGAN	7 - RCA	WOODINVILLE	WALBURG, SCOTT
7 - RCA	EATONVILLE	BURNETT, TEREZA	7 - RCA	PORT ANGELES	TURNERY, TIMOTHY	7 - RCA	WOODLAND	TALBOTT, LAURA
7 - RCA	ELLENSBURG	BERTSCH, KELLY	C - ARC	PORT ORCHARD	UNGUREANU, DANIEL	7 - RCA	YACOLT	EAGLE, DAVID
7 - RCA	ELMA	DUDLEY, CHRISTOPHER	7 - RCA	PORT ORCHARD	EMERSON, CHANDRA	7 - RCA	YAKIMA	TANNER, CHRISTOPHER
7 - RCA	ELMA	ROTH, MICHAEL	7 - RCA	PORT ORCHARD	WISEHART, DONOVAN	7 - RCA	YAKIMA	GUTHRIE, DESTINY
7 - RCA	EPHRATA	SANDBERG, JOHN	7 - RCA	PORT ORCHARD	WALDRON, LESLIE	7 - RCA	YAKIMA	NEUHAUSER, KORI
7 - RCA	EPHRATA	ALLISON, DEANNA	7 - RCA	PORT ORCHARD	STENSLAND, HALEY	7 - RCA	YAKIMA	CUSHING, SETH
7 - RCA	EVERETT	KUBEK, CANDICE	7 - RCA	PORT ORCHARD	MITCHELL, JAMES	7 - RCA	YAKIMA	VANTASSEL, DEBRA
7 - RCA	EVERSON	REMY, NATHAN	7 - RCA	PORT ORCHARD	FAUST, DANIELLE	C - ARC	YELM	JORDAN, CHRISTAL
4 - Retired	FALL CITY	WESTERMANN, RALPH	7 - RCA	PORT ORCHARD	ZAMORA, GERARDO	C - ARC	YELM	HAVREBERG, EICHE
7 - RCA	FERNDALE	KAUR, SUMANDEEP	7 - RCA	PORT ORCHARD	MURTHA, KRISTOPHER	C - ARC	YELM	CASTILLO, JOSE
7 - RCA	GIG HARBOR	SHIPMAN, HUNTER	7 - RCA	POULSBO	WINKLER, JULIA			
7 - RCA	Gig Harbor	ETHERINGTON, HOLLY JO	7 - RCA	POULSBO	AYAT, JAVAD			
7 - RCA	GOLDENDALE	MILLS, KIMBERLY	7 - RCA	POULSBO	CASTILLEJA, MILAGRO			
4 - Retired	GOLDENDALE	SCAROLA, KEN	7 - RCA	POULSBO	GODDEN, JAYME			
7 - RCA	GRANDVIEW	VIDAURRI, VERONICA	7 - RCA	POULSBO	HAGIN, MICHAEL			
7 - RCA	GRANGER	GARCIA, VANESSA	7 - RCA	POULSBO	RAINEY, ROY			
7 - RCA	ISSAQUAH	BOJARSKI, IAN	7 - RCA	PUYALLUP	MALU, TAHIAMAUANI			
7 - RCA	KALAMA	VICKERS, BRICE	7 - RCA	PUYALLUP	CRUZ, JESSE			
7 - RCA	KENT	KAUR, RAJWINDER	7 - RCA	RAVENSDALE	KIRK, SIERRA			
7 - RCA	KENT	DOYLE, JONATHAN	7 - RCA	RICHLAND	WILSON, DIANE			
7 - RCA	KETTLE FALLS	GOSSMAN, MICHELLE	7 - RCA	RICHLAND	CROW, CHRISTIE			
7 - RCA	LA CENTER	FIRKINS, JORDAN	7 - RCA	RICHLAND	HOLBROOK, NICHOLAS			
7 - RCA	LAKE STEVENS	LOCKINGER, AVERIE	7 - RCA	RICHLAND	STEELHAMMER, JASON			
7 - RCA	LANGLEY	OLSON, SIDNEY	7 - RCA	RICHLAND	SANCHEZ, JOLENE			
7 - RCA	LIBERTY LAKE	SHAW, DAVID	7 - RCA	RICHLAND	CULVERHOUSE, JORDAN			
7 - RCA	LONGVIEW	PIERSON, TERESA	7 - RCA	RIDGEFIELD	MULLINS, JOYCE			
C - ARC	LONGVIEW	KISNER, JENNIFER	7 - RCA	RIDGEFIELD	MYERS, BYRON			
7 - RCA	MALAGA	PICKENS, VICTORIA	C - ARC	RIDGEFIELD	MERCER, JOSEPH			
7 - RCA	MAPLE VALLEY	PLATH, DON	7 - RCA	RIDGEFIELD	BOYD, KERRY			
1 - Regular	MAPLE VALLEY	LUT, NINA	7 - RCA	ROCHESTER	GERRITS, VICKIE			
7 - RCA	MAPLE VALLEY	SANDHU, ANGADJOT	7 - RCA	SEATTLE	NORTHON, DEJON			
7 - RCA	MARYSVILLE	LESTER, THEA	7 - RCA	SEQUIM	LAPAGE, PAUL			
7 - RCA	MARYSVILLE	TO, KENT	7 - RCA	SEQUIM	DILLE, JENEAN			
7 - RCA	MARYSVILLE	RODRIGUEZ, ALEXANDER	7 - RCA	SEQUIM	MORGAN, TUCKER			
2 - PTF	MARYSVILLE	BEASTROM, ERIK	7 - RCA	SHELTON	BAKER, HALEY			
7 - RCA	MEAD	REYNOLDS, STEVEN	7 - RCA	SNOHOMISH	MA, IN SOOK			

Washington Rural Carrier
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NRLCA magazines coming!

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Where Service Begins With a Smile

Upcoming Dates to Remember

- Feb 1-7 2020: Relief Carrier Appreciation Week
- Mar 29 2020: OWCP & Retirement Seminars, Tukwila WA
- Apr 16-18 2020: Western States Conference, San Diego CA
- Jun 14-16 2020: State Convention, Spokane WA
- Aug 18-21 2020: National Convention, Spokane WA