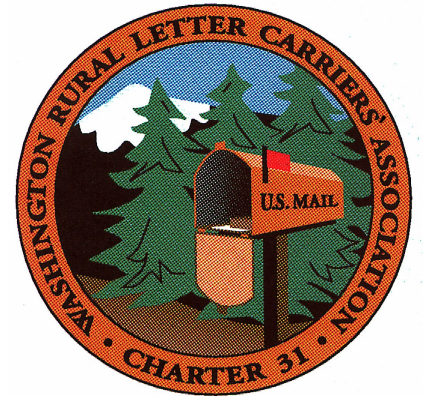


Washington Rural Carrier

Official Publication of the Washington Rural Letter Carriers' Association

Fall 2018



Where Service Begins With a Smile



The Washington Delegation at National Convention Grand Rapids Michigan 2018

Front row (left to right): Alicia Peterson, Dawn Ayers, Lisa Benson, Lorrie Crow, Stella Fazzino, Isabella Lopez, Becky Wendlandt, Kurt Eckrem

Middle row: Janie Walla, Jim Hemrich, Dan Schrup, Joyce Patteson, Joanne Dillon, Taralee Mohr, Renee' Pitts, Patrick Pitts, Cassidy Munn

Top row: Monte Hartshorn, David Hamilton, James Folk, Jeffrey Taylor, David Ray, Levi Hanson, Kristian Granish

A Postal Journey

Odyssey of Whatcom County

Hatch What?

Avoid violations this election

National Convention!

Open Season 2018

Make your elections by Dec 10

Great Wolf Lodge!

Join us at the water park for state convention!

Keep Your PS Form 50s

WARLCA State Board And Appointed Officers

President & Historian

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

Vice President & Legislative Director

Tony Lott
8392 Raven Creek Pl NW
Bremerton WA 98311-9035
(360)265-1972
tonylott.warlca@gmail.com

Secretary-Treasurer & Webmaster

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

Region 1 Committeeperson & New Hire Liaison

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

Region 2 Committeeperson & PAC Chair

Stella Fazzino
15707 92nd Way SE
Yelm WA 98597-8701
(360)790-5448
warlcaregiontwo@gmail.com

Region 3 Committeeperson & National General Representative

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

Region 4 Committeeperson & Provident Guild Representative

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

WRC Editor

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

PAC Co-Chair

Dawn Ayers

Rural Carrier Benefit Plan Rep

Alicia Peterson

NRLCA Steward System

Seattle District

District Representative

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

Assistant District Representatives

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

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

Area Stewards

Cassidy Munn
4111 S Woodruff Rd
Spokane Valley WA 99206-9671
(509)994-3486
cassidy.munn@yahoo.com
Offices: Addy, Rockford

Alicia Peterson
PO Box 1971
Eatonville WA 98328-1971
alicia_peterson@msn.com
(253)229-0620
Offices: Centralia, Chehalis,
Dupont, Eatonville, Enumclaw,
Olympia, Roy, Yelm

Janie Walla
21334 4th Ave S
Des Moines WA 98198-3609
(425)308-7305
thewallas@juno.com
Offices: Arlington, Bremerton,
Duvall, Everett, Gig Harbor,
Maple Valley, North Bend, Port
Orchard, Silverdale

Portland District

District Representative

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

Assistant District Representatives

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

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

Area Steward

Scott Murahashi
1346 Dillon Rd
Hood River OR 97031-9619
(541)806-0781
orrlca@yahoo.com
Offices: Goldendale, Stevenson

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

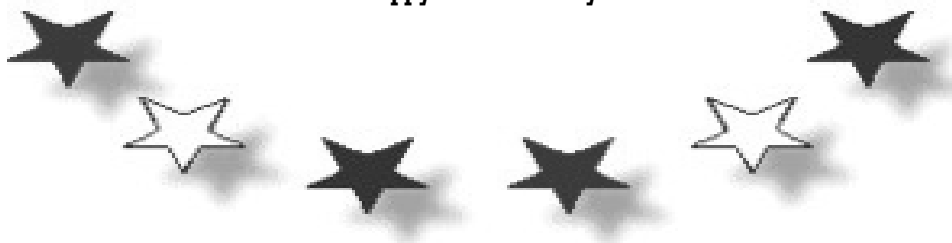




Thank You, Vets!

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

Happy Veterans' Day!



Open Season 2018

Beginning on Monday, November 10, is your only opportunity (except in cases of a qualifying life event, QLE) to change or enroll in the many benefits offered to you as postal employees. Those benefits include FEHB (Federal Employees Health Benefits), FEDVIP (Federal Employees Dental & Vision Insurance Program), and FSA (Flexible Spending Account). There are many resources available to you to help you decide which of the vast health plans would be best for you and your family. Make sure to also give a close look at the Rural Carrier Benefit Plan, RCBP! Now may also be a good time to review your TSP (Thrift Savings Account). Here is a list of some of the resources available to you:

- ⇒ liteblue.usps.gov/openseason18
- ⇒ www.opm.gov/insure
- ⇒ www.benefeds.com
- ⇒ www.ltcfeds.com
- ⇒ www.fsafeds.com
- ⇒ www.tsp.gov

Remember, you must make your elections by Monday, December 10th!

The deadline for submissions in the Winter 2019 issue of the *Washington Rural Carrier* is set for January 5, 2019. Submission does not guarantee publication. Submissions are subject to board approval and may be edited for space constraints.

Contents

| | |
|------------------------------|----|
| Delegate-at-Large Report | 4 |
| Meet Tony Lott | 6 |
| Legislative Update | 8 |
| PAC Raffles | 9 |
| Voters' Statistics | 11 |
| Financial Statements | 12 |
| Meet Isabella Lopez | 13 |
| Bits & Pieces | 14 |
| Fall Preparedness | 15 |
| The Hatch Act | 16 |
| Rural Carrier Benefit Plan | 17 |
| PAC Updates | 18 |
| Scheduling Woes | 19 |
| Keep Form 50s | 20 |
| July Board Meeting Minutes | 21 |
| ADOP Tracking | 23 |
| NRLCA Convention Photos | 24 |
| WSC Information | 24 |
| State Convention Information | 25 |
| Letters to the Editor | 26 |
| A Postal Journey | 26 |
| NRLCA Form 1187 | 29 |
| Membership Stats | 30 |
| New Members | 31 |





The Good

By Kurt Eckrem, WARLCA President & Historian

The 114th National Convention of the National Rural Letter Carriers' Association was held August 14-17 this year at the DeVos Place Convention Center in Grand Rapids, Michigan. This year, our state association was able to send 23 delegates to the national convention, who, along with the paid alternate delegate, represents the largest delegation sent by our state in recent memory. All our delegates performed their duties in a professional manner and represented our state very well.

This was my first national convention as the WARLCA president, which meant that I was the delegate-at-large for our state association. As such, I had several duties leading up to the convention as well as while at convention. These included assigning each delegate from the state to a seminar, marching with our state flag in the Parade of States procession, arranging for our delegation group photo, making sure each of the delegates attended their assigned seminar and all business sessions, and just in general being the go-to person for the state association. I also served one of the days on the sergeant-at-arms committee, helping to make sure the proceedings went smoothly. Some of the duties were fun, some were stressful, and most were a little of both.

The official start of national convention was on Tuesday, August 14th, but the day before is taken up by committee meetings and seminars on a whole range of subjects. There are far too many seminars for one person to attend all of them. My day started off with the state editors' seminar, which gave me a good idea of what goes into putting together a state publication from the perspective of the editor. There was also a legislative seminar, put on by Paul Swartz, the NRLCA Director of Governmental Affairs. After that came the state of the union update, which most of the delegates attend. The NRLCA President, along with the rest of the national board, gives an update on what has happened over the past year, as well as what is currently going on. The most anticipated topic was RRECS (rural route evaluated compensation system), more commonly known as the engineered time study. Dr. Ken Mericle, the NRLCA's repre-

sentative on the engineering panel, told the delegates that the panel's final report has been given to the union and to USPS management, and that the two parties are working out the details for the implementation. The delegates also heard about contract negotiations, legislative issues, the presidential task force, and all the other current issues that affect our craft. Later that day and into the evening, delegates could choose from a legal seminar, an OWCP seminar, a seminar for first-time attendees to the convention, and a seminar on the TSP, Thrift Savings Plan.

Tuesday morning saw the official call to order of the business sessions at convention. There were a number of ceremonies, introductions, and welcome speeches over the course of the morning. In addition, we heard from several guest speakers, highlighted by Postmaster General Megan Brennan. She spoke of the crucial need for postal legislation, without which the post office may have no choice but to make further service cuts. Other speakers included National Auxiliary President Julie Houston, USPS Vice President Great Lakes Area Operations Erica Brix, founder and CEO of Folds of Honor Major Dan Rooney, and U.S. Congressional Representative Marcia L. Fudge. The morning session ended with the presentation of the Outstanding Member Awards, which included Janie Walla, Washington's Outstanding Member of the Year for 2018.

Tuesday's afternoon session continued with talks by Charles Head, CEO of Atlanta Postal Credit Union, and Linda Foran from National General Insurance. Following the adoption of the convention rules, the delegates received reports from the national officers, the Director of Governmental Affairs Paul Swartz, Cameron Deml the Director of NRLCA Insurance Programs, the financial report of our national Secretary-Treasurer Clifford Dailing, as well as reports from the finance committee and the certified public accountant. The afternoon session wrapped up with the presentation of state publication awards, in which our *Washington Rural Carrier* and State Editor Lisa Benson received honorable mention for the second year in a row. That evening, delegates could at-

tend seminars on academy trainers, insurance programs, and two different retirement seminars.

Wednesday's morning session was highlighted by a talk by the NRLCA's Legal Counsel, Michael Gan. Following Michael's talk, he and NRLCA President Jeanette Dwyer presented the William Peer Scholarship Awards, given to an outstanding steward from each of the four regions. The floor was then opened up for nominations for national officer positions.

After lunch, the delegates received reports from the constitution committee, chaired by Washington's own Monte Hartshorn, and from the resolutions committee. As is usual at national convention, a significant portion of the business on days two and three is taken up by the delegates debating several constitution changes and hundreds of resolutions, and this year was no exception. These constitution changes and resolutions have come up through the state conventions, and they reflect the membership's concerns on pay, working conditions, benefits, hiring and retention. This is a true reflection of how the process works to make changes, where an issue can be brought up by a member at a local meeting and end up becoming part of our national rules.

Wednesday evening and Thursday evening provided entertainment for the delegates in two completely different forms. Wednesday was the banquet, this year with a Motown theme. There was music, and dancing, and many of the attendees dressed up in their Motown finest. Thursday was caucus night, in which all the delegates separate into rooms by area, and the candidates for national office follow a rigid schedule of going from room to room with 15 minutes to speak and take questions.

Friday, day four of convention, went a little off script. The agenda called for the election of national officers, followed by the hearing of appeals by the entire convention delegation. This year, since the appeals involved charges by national officers and against national officers who were running for office, it was decided to hear the appeals before the elections. Conflict between national officers is never a good thing for the National Association, and this year we saw conflict like some had never seen before. Under our national constitution, the ultimate appeal is to the body of delegates at the national convention. There were a lot of very strong feelings on all sides.

After the wrenching details of the first appeal were heard by the entire body, and a vote of no merit to the charge was reached, mercifully the charging parties in the remaining appeals withdrew their charges. I say mercifully, because this kind of thing can tear an association apart, and with everything we are facing right now, more than ever we need to unite as one.

Perhaps the best thing to come out of the entire convention, for us here in Washington state anyway, is that for the first time our state has a direct voice on the national board. Our own Patrick Pitts was elected as an executive committeeman, and was subsequently appointed to cover the Western Area, which includes Washington. With the retirement of NRLCA President Jeanette Dwyer, Vice President Ronnie Stutts was elected as our new national president. Don Maston, whose four-year term as executive committeeman was up for reelection, was successful in his run for national vice president, so there was a wide-open race for Don's former position. Seven candidates threw their hats into the ring. On the first ballot, none of the seven received a majority of the votes, so another ballot was needed. Three of the candidates withdrew their names, and the second ballot also resulted in no clear winner. Two more of the candidates withdrew, leaving a head to head match between Patrick and Delbert Hutchison of Ohio for the four-year position. On the third ballot, Patrick was the clear winner. Our heartfelt congratulations go out to Patrick.

Other election results for national board positions were as follows: secretary-treasurer was won by the incumbent Clifford Dailing, Director of Steward Operations David Heather defeated incumbent Joey Johnson for the position of director of labor relations, Susan Knapp left her executive committeeman position and was successful in her bid to become director of steward operations, and former Executive Committeeman Dennis Conley was elected to finish out the two years remaining on Susan's term. As you can see, there was a pretty big shake-up on the national board, but we wish them all well in their respective offices and we look for good things from all of them.

One of the last pieces of business at this year's convention was a special ceremony to honor retiring National President Jeanette Dwyer. President Dwyer's family joined the delegation in watching a

***With everything we are facing right now,
more than ever we need to unite as one.***

presentation chronicling her career with the NRLCA, and the whole group demonstrated their respect for Jeanette with a long, standing ovation. Her leadership will be greatly missed.

As a final note from the convention, reports began even during the business sessions of delegates becoming ill. It became apparent that these were not isolated incidents. Within a day or two of the end of convention, reports started coming in from most of the state associations of many, many delegates suffering from flu-like symptoms. Close to half of our own state's delegation became ill. It got so bad, the Michi-

gan Department of Health issued an alert, and asked all of the delegates who attended convention to answer a questionnaire, whether or not they actually got sick.

For those interested in the entire proceedings of this year's national convention, the October issue of the *National Rural Carrier* contains an order form which you can mail in to have the full convention issue sent to you.

Respectfully submitted as my delegate-at-large report



You Can Do It!

By Tony Lott, WARLCA Vice President & Legislative Director

First things first, for those who don't know me, let me introduce myself and tell you a little about me. Hi, I'm Tony Lott, your new WARLCA Vice President for the 2018-2019 association year. I began my postal career in 1993 as an RCA at the Bremerton Post Office and became a regular carrier in 1999. I've served as county unit vice president and president of the Peninsula Counties RLCA several times as well as serving as the appointed county PAC chair and legislative liaison. I was a member and facilitator of the USPS/NRLCA Quality of Work Life/Employee Involvement (QWL/EI) program and more recently trained as a rural street delivery (RSD) facilitator - the process where rural carriers enter their route delivery information into a database as a prerequisite of the engineered time study towards implementation of RRECS, the new Rural Route Evaluated Compensation System. Other prior association positions I have held include elected local steward and appointed area steward under both the former Washington State Steward System and more recently under the current National Steward System. I have also served several times as delegate representing your rural carrier interests at WARLCA State Conventions and NRLCA National Conventions.

Enough about me, let's talk about you and what

you can do. As your appointed WARLCA Legislative Director, one of my duties is to keep you informed and up-to-date on current legislative issues affecting you and the rural craft. Located after this article, I hope you can find the time to read the September/October Legislative Update which gives you information about our #1 legislative priority at this time, the Administration's efforts to privatize the Postal Service. You can make a big difference to stop this attack on the USPS and your jobs by contacting Senator Maria Cantwell at (206) 220-6400 and simply asking

**Just remember,
many voices speaking as one
will not be ignored...**

her to become a co-sponsor in support of S. Res 633 - the Senate resolution to ensure the USPS is not subject to privatization. It's that simple. Just remember, many voices speaking as one will not be ignored... Senator Patty Murray got the word right away and we are very happy to count her as one of the 43 cosponsors of this important Senate resolution. Please take the time to also contact her at (206) 553-5545 and thank her for her support of Washington State's over 2,000+ rural carriers as a S. Res 633 co-sponsor.

The House of Representatives also has a resolution ensuring the USPS is not subject to privatization, it's H. Res 993. Seven of our 10 Washington representatives support you and your fellow rural carriers

by being cosponsors of this resolution. I encourage you to go to House.gov and click on **Find your Representative** and then contact them as a constituent to ask for their support of rural carriers like you as a cosponsor of H. Res 993 or to thank them for being there for us.

With the midterm elections right around the corner, let's look at our Washington representatives' support of current legislation before Congress affecting rural carriers, in other words, let's take a look at their legislative report cards. As you can see, the ru-

ral carriers of Washington State have the support of many of our representatives, but there is room for improvement. This is where you can help. If you see that your representative does not yet support current House legislation of benefit to the rural craft, then please contact your representative and their staff to ask for their support. You'll be glad you did. It's also a great idea to let your representative who is a cosponsor of rural carrier friendly legislation know that you appreciate their support.

| Representative, District & phone # | Washington Representatives who are Cosponsors of Congressional legislation supported by the NRLCA | | | | |
|--|--|---|--|--|--|
| | H. Res 993 Ensure USPS does not privatize | H. Res 15 Preserve 6-day Delivery | H. Res 28 Maintain Door-to-Door Delivery | H. Res 31 Maintain Service Standards | H. R. 5389 Fed. Retirement Fairness Act* |
| Susan DelBene (D) 1 st District (425) 485-0085 | YES | YES | YES | YES | NO |
| Rick Larsen (D) 2 nd District (425) 252-3188 | YES | YES | YES | YES | NO |
| Jaime Herrera Beutler (R) 3 rd District (360) 695-6292 | YES | YES | YES | NO | NO |
| Dan Newhouse (R) 4 th District (509) 713-7374 | NO | NO | NO | NO | NO |
| Cathy McMorris Rodgers (R) 5 th District (509) 353-2374 | NO | NO | NO | NO | NO |
| Derek Kilmer (D) 6 th District (253) 272-3515 | YES | YES | YES | YES | YES Sponsor |
| Pramila Jayapal (D) 7 th District (206) 674-0040 | YES | YES | YES | YES | NO |
| David G. Reichert (R) 8 th District (509) 885-6615 | NO | NO | NO | NO | NO |
| Adam Smith (D) 9 th District (425) 793-5180 | YES | YES | YES | YES | NO |
| Denny Heck (D) 10 th District (253) 533-8332 | YES | YES | YES | YES | NO |
| *The NRLCA supports H.R. 5389 if amended to include postal employees including rural carriers. | | | | | |

If you would like to read more of the other house resolutions supported by the NRLCA listed in the preceding chart, please see the July Legislative Update on the WARLCA.com website under the Local Legislative tab or in the previous 2018 Convention issue of the *Washington Rural Carrier* (WRC) magazine. There are also fact sheets and other legislative information under the Legislative tab of WARLCA.com and NRLCA.org.

Shortly after your new representatives are elected, or re-elected, the next legislative session begins on January 3rd. This is the start of the 116th Congress. This is exciting not just for the opportunity to encourage your representatives and senators to again

support legislation beneficial to the rural craft, but because with the new Congress comes the congressional calendars put out by the majority leaders. It's with these calendars that we see when your legislators will be in Washington D.C. and when they'll be back home in their districts, working with their constituents. These are the prime times for your county units to request visits from your legislators to share their views on postal legislation with you at your county unit meetings. As soon as the new calendars are available, I will post them to the legislative page of your WARLCA.com website. You just need to let your county officers know that you would look forward to a visit from your representative or senator

at an upcoming meeting. You can always ask your board for assistance. We're here to help.

Thank you for your time. Please contact me at tonylott.warlca@gmail.com if you have any questions

or suggestions. I look forward to working for and with you. Remember, I have confidence in you, YOU CAN DO IT!



WARLCA Legislative Update

September / October 2018

Tony Lott,
WARLCA Legislative Director

Hello again WARLCA members. The time to act is now. The Administration's efforts to push privatization of the Postal Service is a threat which you can no longer ignore. Your jobs, wages, benefits and right to union representation are all under attack from the White House under the guise of managing expenses for profitability.

You and your families are important to us. Please know that the NRLCA needs each individual rural carrier to do what they can to help ensure the road to privatization reaches a dead-end. The American public deserves the best mail service in the world, and you deliver it daily. Let us not allow that to change.

Administration Proposes to Privatize the Postal Service

On June 21, 2018, the Administration released a federal government Reform Plan and Reorganization Recommendations. Included in the 127-page government overhaul blueprint is the proposal to privatize the United States Postal Service. The Administration states their "proposal would restructure the United States Postal System to return it to a sustainable business model or prepare it for future conversion from a Government Agency into a privately-held corporation."

The privatization proposal recommends significant cuts to service, employee benefits, and labor that would help a privately-held Postal Service better manage expenses; "A private postal operator that delivers mail fewer days per week and to more central locations (not door delivery) would operate at substantially lower costs." It goes on to say: "Freeing USPS to more fully negotiate pay and benefits rather than prescribing participation in costly Federal personnel benefits programs and allowing it to follow private sector practices in compensation and labor relations, could further reduce costs."

To be perfectly clear, what the Administration proposes is to reduce service, cut employee pay and benefits, and eliminate the union representation and negotiation protections afforded federal employees. They would do this by converting the Postal Service from a governmental agency Constitutionally mandated to provide universal service into a privately held organization with one goal: deliver mail at a profit, without the public protections of current congressional mandates.

View the Reform Plan and Reorganization Recommendations here (see pages 68-70): <https://www.whitehouse.gov/wp-content/uploads/2018/06/Government-Reform-and-Reorg-Plan.pdf>

Presidential Postal Service Task Force

On April 12, President Trump signed an Executive Order creating a Postal Task Force to review the sustainability and viability of the Postal Service and make legislative recommendations within a 120-day window. When the NRLCA met with members of the Task Force,

the idea of privatization never came up. The Task Force's report was delivered to the White House on August 10. After receiving the report briefing and having directed the task force to make its recommendations actionable, either through legislation or regulation, the President then decided not to start implementation or to make the findings public until after voters elect a new Congress in November. With the recent release of the Administration's government Reform Plan, many USPS stakeholders have strong expectations that the task force recommendations may simply mirror the privatization proposals already put forth by the White House.

The NRLCA fully opposes privatizing the Postal Service and will continue to work with all members of Congress to pass meaningful postal reform legislation, and make sure this privatization proposal to dismantle an American institution fails.

Please contact your members of Congress NOW and ask them to oppose privatization of the US Postal Service.

On a positive note, we do have many friends in Congress providing support for legislation opposing privatization and other issues affecting rural craft members. You can help by contacting your legislators now and letting your voice be heard.

H.Res. 993: Ensure the USPS ... is not subject to privatization

Expressing the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. Currently H.Res. 993 has 231 bi-partisan Cosponsors, including 7 Representatives from Washington State.

If your Representative is not a Cosponsor of H.Res. 993, please contact them NOW and ask them to support and become a Cosponsor of H.Res. 993: Ensure the USPS ... is not subject to privatization.

Current Washington Representatives Cosponsoring H.Res 993

Rep. Suzan DelBene (1st Dist – D) Rep. Rick Larsen (2nd Dist – D)
Rep. Jaimie Herrera Beutler (3rd Dist – R)
Rep. Derek Kilmer (6th Dist – D) Rep. Pramila Jayapal (7th Dist – D)
Rep. Adam Smith (9th Dist – D) Rep. Denny Heck (10th Dist – D)

Current WA Representatives NOT Cosponsors of H.Res 993

Rep. Dan Newhouse (4th Dist – R) ph #: (509) 452-3242
<https://newhouse.house.gov/>
Rep. Cathy McMorris Rodgers (5th Dist – R) ph #: (509) 353-2374
<https://mcmorris.house.gov/>
Rep. David Reichert (8th Dist – R) ph #: (425) 677-7414
<https://reichert.house.gov/>

Use this link to find your Congressional Representative:

<https://www.house.gov/representatives/find-your-representative>

S.Res. 633: Ensure the USPS ... is not subject to privatization

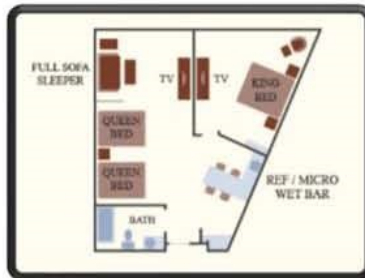
A resolution expressing the sense of the Senate that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. Currently S.Res 633 has 43 bi-partisan Cosponsors, including Washington Senator Patty Murray.

Please contact Senator Maria Cantwell NOW and ask her to support and become a Cosponsor of S.Res. 633: Ensure the USPS ... is not subject to privatization.

Senator Maria Cantwell (D) ph #: (206) 220-6400
<https://cantwell.senate.gov/contact/email>

See the July WARLCA Legislative update for other rural issues before congress

PAC the Great Wolf Lodge



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

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



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

\$5.00 CAN GET YOU TENS!

Work got you tense?



Worried about the



future of the USPS?

Become a sustaining donor to PAC for \$5.00 per pay period and you could win a TENS Machine with foot massager.
(Transcutaneous electrical nerve stimulation)

Valued at over \$250.00

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

Drawing to be held June 21st, 2019.



What is PAC?

PAC, which stands for Political Action Committee, is a committee which collects voluntary contributions from members of a group (NRLCA). It distributes funds to candidates for federal offices and makes a report on its activities. PAC is important because it accumulates small contributions into a central account so that larger contributions can be made to a candidate for Congress. Therefore, each contribution has increased importance to the candidate.

Why does NRLCA have a PAC?

Our PAC is a *lobbying tool*. It is something which is of assistance to the National Office in working *for* legislation which helps rural carriers and *against* legislation that may be detrimental to rural carriers.

Is PAC used to buy votes?

NO! PAC helps our organization get access to the legislators that need to hear our story.

How does PAC help us?

PAC helps because candidates must raise money to conduct a campaign for election. They are compelled to ask people for assistance. After they have asked us for assistance with their campaigns, it then becomes easier for us to get them to listen to us when we have an issue of concern. So, the short answer is that PAC helps us get legislators to listen.

Does this mean they will vote our way?

Not necessarily, but without PAC and lobbying efforts, a legislator may not be well informed on an issue and inadvertently vote against us. It is the job of the Governmental Affairs department at the National Office to make sure the legislators stay well informed.

Why do we need to ensure that we are being heard?

The job of a Congressman or Senator is complex. There are over 30,000 registered lobbyists vying for his attention at all times. He may not intend to cast a vote which would do us harm, but if we don't tell him our story, it could happen.

What criteria are used for contributions?

We evaluate voting records of incumbents and ask questions to challengers concerning our issues. We also look at committee assignments and we look to see if we are able to establish communication. Additionally, we see what type of relationship we have had with the legislator in the past.

How has PAC worked for us?

It is only a tool, but we have attempted to use it well. In the past, it has helped fight off retirement cuts, reverse IRS retroactive audits and protect six-day delivery.



Secretary Stats & Treasurer's Tidbits

By Becky Wendlandt, WARLCA Secretary-Treasurer & Webmaster

How much do you know about the voting process?

It is that time of the year again for elections, good and bad. The bad is that we are inundated with ads on TV blaming each other. The good is that the USPS makes money from the direct mail and ballots. But did you ever wonder why we vote on a Tuesday in November?

Asking Google, I found out that in 1845 Congress passed a federal law designating Election Day as Tuesday after the first Monday in November (even then they must have liked complicating laws). The reason why is that it was the hope it would generate a higher turnout because most Americans were farmers who often lived far from the polling places and they wanted it after harvest, not on the Sabbath, or on a Wednesday which was market day. Also, it wasn't that long ago when women were not able to vote. The first year was 1920 and 8 million women voted for the first time. So, gals don't take your vote for granted because less than 100 years ago many women fought hard to give us that right.

Did you ever wonder why we vote on a Tuesday in November?

What age group do you think votes the most? According to U.S. Census Bureau data from 2014, a whopping 58.7 percent of adults over 60 were the highest turnout percentage of any age group. In that same year, only 19.9 percent of 18-29-year-olds voted. If you want your age group to be heard, go out and vote. Speaking of the younger group, did you know that it was not until 1972 that the first 18-year-olds voted thanks to the 26th Amendment, ratified in 1971, reducing the voting age in the US from 21 to 18? I wonder if that had anything to do with the Vietnam War.

Who do you think votes more, men or women? Again, according to the U.S. Census Bureau, voter turnout rates have been higher for women than men in every presidential election since 1980. In 2016, 63.3 percent of eligible women voted compared with 59.3 percent of eligible men. So, if you are like me and get

frustrated from the chatter and false statements on social media, TV, radios, and co-workers, try looking up the voting record of your representatives so you know how they voted compared to how you would like them to vote. Besides the Washington State Voting Pamphlet, as a member of NARFE (National Active and Retired Federal Employees Association), I find their magazine very helpful on the many bills and resolutions that are voted on and what they mean. NRLCA also supports NARFE so please check into it. Your vote is supporting your beliefs, livelihood, and future. It IS important!

Plan Ahead for Open Season Dates

The OPM (Office of Personnel Management) website said Health, Dental, Vision, and Flexible Spending Account federal benefits open season is November 12th through December 10th. Since it is only going to get busier why not check out the site

now and decide what you want. If you are interested in cancer coverage, check into RCBP (Rural Carrier Benefit Plan) health insurance. It is the ONLY federal plan that covers cancer 100% and the ONLY plan that you as a rural carrier can call your National Office if a claim or drug is denied at first. You will find specific federal benefits open season information—including 2019 FEHB (Federal Employees Health Benefits) health plan brochures—on its website, <http://www.opm.gov/insure>. The OPM website provides a detailed breakdown on FEHB Program Premium Rates (Health Plans):

<https://www.opm.gov/healthcare-insurance/healthcare/plan-information/premiums/>

You can find information for FEDVIP (dental and vision) at:

<https://www.opm.gov/healthcare-insurance/dental-vision/plan-information/#url=Premiums>

Membership — A Must for ARC, RCA, Regular, and Future Retirees

We now have 119 non-member ARCs. Do you

have any ARCs in your office? Please take a moment to talk to them about becoming a member. Information and forms can be found at your website: <https://warlca.com> and the more members we have means lower cost for each individual's dues. Do them and you a favor and encourage them to join. If an ARC decides to become an RCA they must sign another 1187 to remain a member. Do you have any non-member RCAs in your office? Take in your latest issue of this magazine (WRC) and a national magazine, plus a dues withholding form to show them all the information they will receive if they become a member. And the cost is only \$10.12 a pay period. Any of you regulars thinking about retiring? If so, you will need to sign an 1187R to remain a member.

One of the many great reasons to remain a member when you retire is that it gives you the option of going into the RCBP Health Insurance at a future date. Do you know now if your current health insurance will change in 10 years? You might find a need to find new insurance in the future and you can only get RCBP if you remain a member.

FINALLY, after 25 years, we are below 200 (non-member regulars that is). Currently we have 171.

FINALLY, after 25 years, we are over 1,000 (regular members that is). Currently we have 1,057.

One week alone we had 17 new regulars, of which the average RCA time was under 3 years. For those like me who waited 10 years to get a route, this is exciting news for new hires, but also shows that we

have a much higher turnover of RCAs, not willing to wait 10 years to become regular. For county officers this would be an excellent time to have a presentation on the duties and responsibilities of new regular carriers at your county meeting. The Postal Service does not cover it when the RCA becomes a regular.

| <u>Statement of Activities</u> | <u>Jul - Sep '18</u> | <u>Budget</u> |
|-----------------------------------|----------------------|---------------------|
| Income | | |
| 4000000 · National General Ins... | \$4,919.28 | \$19,00.00 |
| 4050000 · Membership Incentive | \$1,935.00 | \$5,000.00 |
| 4100000 · Interest / Dividends | \$564.16 | \$2,550.00 |
| 4200000 · Membership Dues | \$67,048.93 | \$242,547.00 |
| 4400000 · Reimbursements | \$141.18 | \$50.00 |
| 4500000 · Sales | \$0.00 | \$4,100.00 |
| Total Income | \$74,608.55 | \$273,147.00 |
| Expense | | |
| 5000000 · Accounting Fees | \$836.00 | \$4,900.00 |
| 5100000 · Awards & Recognition | \$707.87 | \$600.00 |
| 5300000 · Employee Benefits | \$1,815.35 | \$6,000.00 |
| 5600000 · Lodging | \$7,629.73 | \$6,00.00 |
| 5700000 · National Convention | \$47,946.16 | \$47,846.75 |
| 5800000 · Office Expense | \$560.17 | \$1,650.00 |
| 5900000 · Payroll Taxes | \$2,722.95 | \$9,000.00 |
| 6000000 · Per Capita Dues | \$1,212.00 | \$3,300.00 |
| 6100000 · Postage | \$760.09 | \$6,175.00 |
| 6200000 · Printing | \$251.25 | \$900.00 |
| 6600000 · Salaries and Wages | \$30,770.18 | \$105,932.75 |
| 6700000 · State Meetings | \$12,396.97 | \$49,100.00 |
| 6701000 · State Paper | \$2,275.28 | \$8,500.00 |
| 6900000 · Telephone & Internet | \$357.00 | \$1,400.00 |
| 7000000 · Travel | \$3,194.47 | \$12,370.00 |
| 7200000 · Western States Conf | \$0.00 | \$4,650.00 |
| Total Expense | \$113,435.47 | \$268,324.50 |
| Net Income | -\$38,826.92 | \$4,822.50 |

| <u>Statement of Financial Position</u> | <u>Sep 30 '18</u> |
|--|---------------------|
| ASSETS | |
| Checking/Savings | |
| 1010000 · Chkg - WA Trust Bank | \$9,712.87 |
| 1020000 · Savings - APCU | \$27,076.96 |
| 1030000 · Chkg - APCU | \$291.04 |
| 1041000 · C.D.#75 12mo | \$42,084.08 |
| 1410000 · C.D.#71 APCU 12 mo | \$0.00 |
| 1430000 · C.D.#77 APCU 12 mo | \$31,787.40 |
| 1460000 · C.D.#74 APCU 12mo | \$42,084.08 |
| 1470000 · C.D.#76APCU24mo | \$21,808.66 |
| Total Checking/Savings | \$174,845.09 |
| TOTAL ASSETS | \$174,845.09 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| 2100000 · Payroll Liabilities | \$369.11 |
| Total Liabilities | \$369.11 |
| Equity | |
| 3900000 · Net Assets | \$213,302.90 |
| Net Income | -\$38,826.92 |
| Total Equity | \$174,475.98 |
| TOTAL LIABILITIES & EQUITY | \$174,845.09 |

What Does the Holiday Season Mean to You?

As you approach the holiday season and more than likely the intense pressure on your route from management, take a moment each day before you head home to think about what the holiday season means to you. It should be a time for family and friends. See if you can leave the negativity and frus-

tration at the office and enjoy your family and friends. Even if the time is shorter that you have with them now, try to make a happy memory for them. I wish each and every one of you a New Year filled with fun adventures, quiet moments with family, the healing presence of friends, laughter of children, and the love of a pet.



Meet Isa!

By Isabella Lopez, Region 1 Committeeperson & New Hire Liaison

Hello for those of you who don't know me my name is Isabella Lopez. Most people call me Isa for short. I am your newly elected region one committee person. To tell you a little bit about myself, I started my postal carrier in 2006 out of the Marysville Carrier Annex as an RCA. I chose to follow the Lake Stevens carriers to their new office and after six years as a sub, I became a regular carrier. I served as the King-Snohomish county vice president for two years and this year I was be elected to be the secretary-treasurer.

opportunity to go Arizona, where I and several other instructors learned about our new training program. With updated manuals, a mock driving course, and mail that was not tattered from overuse, we could now provide our students with a better opportunity to learn. I helped to build our four academies in Post Falls, Olympia, Pasco, and Everett, and with the help of my fellow instructors we have put our heart and souls into our classrooms to make them the best we can.

Perhaps you know me. At the suggestion of my postmaster a few years after making regular, I applied for and was accepted as an academy trainer. You

As your new region one committeeperson, I bring to you my passion for the academies and my dedication to this union.

I'm sorry to say that I didn't become active in the union until I was close to being a regular carrier. Like many people, I made excuses for why I couldn't go, it didn't apply to me, I

may have come through my little classroom, we sat in the back of the Lake Stevens post office on hard folding chairs, reading an outdated book filled with typos. You may have taken turns with your classmates casing up our single mock route, practiced pulling down a row of mail, and watched while I pretended to deliver mail into an old mail box used for Santa letters. We have come a long way since then. As the master trainer for the Seattle district, I had the

didn't have the time. With the encouragement of my regular carrier, I began to attend my meetings regularly, it was only when I attended my first state convention that I realized why it mattered so much. It is the work we do at the county and state levels that give us voice. As your new region one committee person, I bring to you my passion for the academies and my dedication to this union.

Without unions, workers will lose many of the protections against abusive employers. Wages for all will be depressed, even as corporate profits soar. The American dream will be destroyed for millions. And we will have a government of the corporations, by the already powerful, for the wealthy.
-Kenneth Bernstein



So Much to Talk About!

By Lorrie Crow, Region 3 Committeeperson & NGIC Rep

This was the second year that I was fortunate enough to be able to attend the NRLCA National Convention as a delegate. As I am sure by this time you all know that our own Patrick Pitts was elected for the position of a four-year executive committeeman. CONGRATULATIONS PATRICK!

Dr Mericle, one of the lead industrial engineers gave a promising yet disappointing report on the new Rural Route Evaluation Compensation System. The good news being that the collection of data is complete. The bad news is that it is going to take an unknown amount of time to put all of that information together and get it working. With only a small fraction of the 77,979 rural routes having been certified at this point, we have a long way to go. How many stand ups do you think we have had on the use of our scanners? You know the one; scan the parcel where it is delivered: the box, the door, the garage, take the scanner with you to the door and scan there. Well it turns out that is going to be very important to your route evaluation. If you aren't doing it now it might be a good idea to get into the practice of always grabbing the scanner when you exit your vehicle. There is a detailed report on the study in the August issue of the national magazine. If you didn't get the magazine you can find it on the NRLCA website.

PMG Megan Brennon was so gracious during her time at the podium. She spent a great deal of time taking questions and hopefully looking into some of our expressed troubles. Sadly, the only thing I really took away from her speech was the fact that we are under attack. "We" meaning the entire Postal Service. How many years has it been now that we are under the threat of 5-day delivery? Now with the creation of the task force that looked into the operation of the Postal Service and the President saying he thought the Postal Service should be privatized, we are in for the fight of our lives, or careers. Tony Lott's article will give you the information on who and where to

call or write to remind our elected officials of what our wishes are and encourage them to either continue to support our efforts or start.

As we know PAC is an integral part of our battle and only works with the continued support of all of us. Whether it is through a donation or purchase at your county meetings and or state sponsored functions, conventions and conferences, it makes a difference. Maybe you already are a sustaining donor and would like to increase the amount you donate or want to become one. Your county officers or RCPs would love to assist you in achieving that goal. As a bonus if it is done prior to June 21, 2018 your name will be entered into a drawing for a TENS machine. Again, see your RCP, county PAC chair, or county officers if you want assistance with this.

Of the 286 nonbinding resolutions brought to the floor for consideration at the National Convention I

The Postal Employees Relief Fund (PERF) is accepting tax-deductible donations ... the CFC, or Combined Federal Campaign, is going on until January 11, 2019.

was very happy to see that there is so much support for the betterment of our RCAs. With the severe shortages of RCAs we are struggling with, I hope we all understand the importance of giving them the support and encouragement they may need to succeed. We recently lost our most senior RCA in my office. He was just simply used up. Sadly, with the shortage, he was asked to work an unfair amount of time. Sometimes there is just no other option. I am not sure what the answer is to this dilemma, but I do believe we all have to do our part to help where we can, even if it is only an encouraging word to your fellow carriers. There is so much anxiety with what is happening around us these days, let's not add to it at the office.

There has been a record-breaking number of major disasters in our country the last couple of years. Between the wild fires, floods, tornados and hurricanes so many of our postal brothers and sisters have been left homeless or with the need of extensive repairs to their homes. This is the perfect time for all of us to show our love. The Postal Employees Relief

Fund (PERF) is accepting tax-deductible donations, as a matter of fact there is a national campaign called the CFC, or Combined Federal Campaign, is going on until January 11, 2019. PERF is not an emergency relief fund but an avenue to apply for a grant for the help in rebuilding after disaster has struck. If you are in need of assistance or want to make a donation please go to postalrelief.com.

Fun fact: In Supai, Arizona, mail is still delivered on mules as the eight-mile road goes down the Grand Canyon and is only accessible by foot or pack animals. The mules deliver not only mail, but also food, supplies and furniture. (MSN News, fun facts about the post office)

Respectfully submitted: Lorrie Crow RCP3



Ready Or Not, Here It Comes!

By Paige Barrett, Region 4 Committeeperson & Provident Guild Rep

When you think about your favorite season of the year, does fall come to mind? Honestly, I can say that it is NOT my favorite season. The leaves are falling off the trees, and that means having to rake them up and burn them. Why can't they just stay on the tree all year long? The flowers are all slowing down on the blooms and soon will all fade away, leaving my world with less color. The lawn mowers will cease their Saturday morning hum as the grass is not needing to be cut anymore. While some of you with allergies to the grass are very happy about that, I LOVE the smell of a freshly mown lawn. As far as the weather goes, you never know what to expect! You start your day off bundled up like you are in the frozen tundra and you end it feeling as if you are in Hawaii! But what are some positives about fall? I love seeing the bright orange of the pumpkins and the variety of colors of gourds. I love the fact that I can now sip on an apple cider or hot cup of tea and feel its warmth. I do love to see the squirrels bustle about collecting nuts for possibly a long winter. And being nestled in the heart of the Yakima Valley, I really love all the smells of harvest. Grapes especially right now are heavenly. The apples are coming off the trees. The hops are being harvested. (Really NOT a great smell, but now I can see across the fields!!) The last harvest of mint is lingering in the air. This all points to preparing for the next season in our lives. How are we preparing for what lies ahead?

Now is the time to get prepared!

What's going on around your home? Have you made the rounds to rearrange your furniture to expose the heating vents? Have you replaced filters in your heating units? Have you gone out and raked up all those pesky leaves I referred to already? Have you checked your rain gutters to make sure they are not housing leaves, nuts, or moss? Have you hung your Christmas lights yet? Have you put some plastic over your windows to keep the heat in and the cold out? Have you hauled out the spare blankets and washed them up for use on cold nights? Have you checked on your inventory of firewood to keep the fireplace going thru the winter? Have you winterized your vehicles yet? Have you put away your lawn furniture and covered up your BBQ? Have you run out of steam yet doing all these tasks after working a long day on the route? It seems there is a never-ending list of tasks that must be done before the cold hits!

Are you ready for what is coming at work? Likely, you have begun to already see the increase in parcels as I have. People are getting ready for the holidays by doing their shopping online. Please remember to lift carefully! This is a season for heavier packages and a rush to get done on time. We may tend to not size up our loads as we should, thus we lift a package that is much heavier than it appeared to be. Don't allow yourself to be so rushed that you ignore working safely. The goal is to make it to the other side of the work day and enjoy your family at home. That is really difficult to do when your body hurts!

Do you have good gloves, or do you have hand warmers? I have found that working with warm flexible fingers is much easier, so I have always personally made it a point to get some Hot Hands to keep with me. If your vehicle breaks down on a cold winter day, those Hot Hands are a life saver while you wait for another vehicle to arrive. Do you have good shoes with adequate traction on them? A good leather shoe will not only keep your postmaster happy that you are wearing approved footwear, it will also keep the rain and snow from soaking through. Some offices are fortunate to have slip on cleats for icy conditions as well. I used mine last year and boy did that ever make a huge difference!

Lastly, let's talk about preparing mentally for the fall and subsequent winter months. Daylight savings

time begins November 4th and with that comes the shorter available sunshine. Studies have shown that lack of sun light can bring on depression. And it seems that once you get in that slump, it takes a LONG time to get back out of it. Exercise helps! Increasing your heart rate and blood flow keeps the body's adrenaline going. It doesn't have to be for a long time either, 10-15 minutes a day should do the trick. Staying active with friends is also a helpful activity. Laughter is good medicine for chasing the blues away. And, if all else fails, remember that we have a resource available to us should we need to talk to someone about what is going on. EAP is there for us, 1-800-EAP-4YOU.



The Hatch Act and You

By Lisa Benson, *Washington Rural Carrier* Editor

Every year at the National Convention, NRLCA General Counsel Mark Gisler and Legal Counsel Michael Gan produce a much-anticipated training seminar regarding possible legal scenarios that rural carriers may find themselves in. You may be wondering how it is that legal advice can be "much-anticipated" as I claimed it to be, however these two gentlemen sincerely love what they do and their passion is evident in the presentations they give. Their seminar is typically hands-on in some fashion and this year was no exception.

The topic this year was the Hatch Act and how it relates to social media use.

During the presentation, screen shots were provided with hypothetical Facebook and Twitter posts. The online personas we were dissecting happened to be none other than our founding fathers. One example was a tweet shared by Alexander Hamilton endorsing the candidacy of his friend, Thomas Jefferson. The audience was then asked what, if anything, was wrong with the tweet with regards to federal employees and the Hatch Act. As the examples got more and more in the weeds of the Hatch Act, it became apparent that there are definitely some grey areas with regards to

what can be done and said, what shouldn't be done and said, and what can't be done and said.

So, what is the Hatch Act? As we approach election season in November, it is important to be cognizant not only of the actions we take as rural carriers in the real world, but also with what we say in the digital world. The Hatch Act is a general guideline for how to conduct oneself as a federal employee with regards to political activities. There are definitely some things you cannot do, either on or off the clock.

It is important to be cognizant not only of the actions we take as rural carriers in the real world, but also with what we say in the digital world.

Here are some examples of things you can do when you're off the clock: support a candidate in a partisan race; be a candidate in a non-partisan race; vote as

you choose; assist in voter registration drives; contribute your own money to and attend political fundraisers; express opinions or make speeches about political issues, partisan groups and candidates; distribute campaign literature; or join or hold office in partisan groups.

Here are some examples of things you cannot do, on even when off the clock: be a candidate in a partisan race; use official position or wear a uniform or bear official logos while engaged in political activity;

absolutely may not solicit, accept, or receive political contributions.

Please keep in mind that ALL political activity, including wearing or displaying on personal gear of political ads or materials, posting on social media or sending political-related emails or text messages, is forbidden while on the clock or on postal property. Violations of the Hatch Act may be disciplined heavily, including termination, and discipline is not required to be progressive. It is also not subject to the

grievance procedure, as it is investigated and carried out by the Office of Special Counsel, not the Postal Service. The OSC does have a helpful links on their website at <https://osc.gov/pages/hatchact.aspx> including contact information if you have a specific question and a FAQ list.

Feel free to engage in political activity this fall, just make sure you've done your homework on the Hatch Act and how to avoid risk of violation.



Rural Carrier Benefit Plan

By Alicia Peterson, Rural Carrier Benefit Plan Representative

It is that time of year again to review your health insurance plan and to get the coverage that works best for you and your family. Open season begins on Monday, November 12 and ends on Monday, December 10, 2018. The Rural Carrier Benefit Plan is an excellent option. Last August, in Grand Rapids, MI, I was fortunate to be able to attend a two-hour insurance seminar led by Man-

ager of Insurance Programs Cameron Deml. Cameron and his team shared a wealth of information. RCBP members will see a modest increase for 2019 taking effect on

Open season begins on Monday, November 12 and ends on Monday, December 10, 2018.

January 1, 2019. Some of the benefits of enrolling in RCBP are cancer care covered at 100%, 100% coverage for preventive care and maternity, \$20 copayments for doctors' office visits, \$100 copayment for an inpatient hospitalization, up to 30 visits of massage therapy and acupuncture, Telehealth/telemedicine and 24-Hour Nurse Line, access to the Lab Card program with LabOne/Quest Diagnostics, discounts through TruHearing on hearing aids, incentive programs for a Health Risk Assessment

(HRA) and for a Biometric Screening, access to PinnacleCare health advisory firm that can assist RCBP members when they receive a significant or severe diagnosis, and the new Transform Diabetes Care program. The Transform Diabetes Care program utilizes a cellular connected meter to automatically capture results after each blood glucose check. RCBP mem-

bers receive unlimited test strips at no out-of-pocket cost! The healthcare provider is able to review the members glucose readings to identify changes or trends, can make decisions based on accurate report-

ing and can provide targeted outreach, using evidence-based insights, to improve outcomes. Consider the benefits of the RURAL CARRIER BENEFIT PLAN when choosing your health insurance plan this open season. Active rural letter carriers can make changes through PostalEase or call HRSSC at 877-477-3273; select option 5 when prompted. Retired carriers and annuitants can make changes through OPM at 888-767-6738.

Postal Premium — Rural Carrier — Biweekly

| | Total Premium | USPS Contribution | Carrier Pays | Change From 2018 |
|---------------------|---------------|-------------------|--------------|------------------|
| Self (381) | \$316.47 | \$233.38 | \$83.09 | +\$2.24 |
| Self Plus One (383) | \$612.83 | \$465.75 | \$147.08 | +\$10.40 |
| Family (382) | \$625.08 | \$475.06 | \$150.02 | +\$10.60 |

Leave replacements (RCA, RCR, Aux and Subs) who qualify to enroll in a Federal Employees Health Benefits Plan pay the total biweekly premium (column 1, above) during 2019 if they enroll in the RCBP. The new premium rates will take effect with the pay period that starts on January 5, 2019 and will show up on the paycheck dated January 25, 2018.

OPM also calculates the dollar amount of the federal government's monthly health benefits contribution for retirees and surviving spouses based on the Federal Employees' Health Benefits law. During 2019, retirees and surviving spouses covered by the RCBP will pay the following monthly premium rates:

Non-Postal Premium — Retired Carrier/Surviving Spouse — Monthly

| | Total Premium | Gov't Contribution | Carrier Pays | Change From 2018 |
|---------------------|---------------|--------------------|--------------|------------------|
| Self (381) | \$685.69 | \$498.72 | \$186.97 | -\$2.01 |
| Self Plus One (383) | \$1,327.80 | \$995.85 | \$331.95 | +\$6.51 |
| Family (382) | \$1,354.34 | \$1,015.76 | \$338.58 | +\$6.63 |



PAC Goings On

By Dawn Ayers, PAC Co-Chair

There are two different PAC promotions going on for your donating pleasure and you are welcome to participate in both as often as you'd like! Both drawings will be held on June 21st, 2019 at the pre-convention board meeting.

First, we are asking for sustaining donors. What is a sustaining donor, you ask? Sustaining donors provide a steady influx of PAC donations that our National PAC Committee can count on monthly. As a sustaining donor you select an amount to be deducted from your payroll via an allotment that is withdrawn from your check every pay period. If you already have three allotments being used, you can do an EFT (electronic funds transfer) which is deducted on the 5th of every month. The minimum for an EFT is \$5.00 per month. From now until the June 21st drawing, when you sign up to be a new sustaining

donor you will be entered in a drawing for a TENS Machine with foot massager valued at over \$250.00 (see page 9). Never fear, if you are already a sustaining donor, you can get entered in the drawing by increasing your contribution by \$5.00. Contact the State PAC Co-Chairs if you need assistance signing up!

The big promotion going on now through June 21, 2019 is our PAC the Great Wolf room raffle. This year's room raffle has been supersized! The winner of this raffle will receive **three** nights in the Majestic Bear Suite at the Great Wolf Lodge in Grand Mound! One room night typically retails for \$299.00. The price for raffle tickets is \$5.00 for one ticket or \$20.00 for five tickets! What an incredible deal! You can contact any State Board Member or a State PAC Co-Chair to purchase your tickets. All raffle sale proceeds benefit NRLCA PAC!

First, we are asking for sustaining donors.

Contribute to **NRLCA-PAC** monthly from your bank account via **Electronic Fund Transfer**



Thank You Stewards!

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

Start Times and Local Stewards

The last couple of months have been definitely eventful. In June, July, and August, we have seen numerous route adjustments. Rural carriers have had to learn new routes and new cases. In the Portland District, at least 86 new routes have been created. The importance of knowing how to correctly bid has been brought to the forefront. Then, October 12th ended the 2017-18 guarantee year. Some rural carriers were required to use annual leave, some were even working only partial days to be under 2080/2240. Finally, right before the Columbus holiday week, one of our heaviest volume weeks, management in both the Portland and Seattle Districts unilaterally changed our start times to 8:00 a.m. or later.

A blanket change of start times is against both our contract (Article 30.1.G) and the PO-603 (Section 151.1). Both say that while the starting time is the responsibility of management, it is to be based upon the route evaluation, service considerations, and most importantly, the receipt and availability of the mail. The past management position had been that at least 80% of the mail needed to be available, now that has changed and they are using the "Distribution Up Scan". What this means is that scan is not made until all the mail, including parcels has been sorted. As you can see, this would necessitate having rural carriers start later. We started out with emails from three of the five MPOO (manager of post office operations) areas, all saying the same thing. I immediately contacted NRO (nonresident officer) Patrick Pitts. We made the determination that we were probably looking at a District policy, and I wrote a certified letter to District Manager William Schwartz. After a couple of days, Mr. Schwartz responded that there was no district policy. I was also hearing from some offices that their start times had not been moved, some whose start time had been moved back to where they were before, and some whose new start times were left after

The local steward is the representative of the NRLCA in their own office.

8:00 a.m. It soon became clear that we would have to contest any start times that are in violation of our contract office by office. It is through this chain of events that it has become more and more apparent of just how important our local stewards are, and just how handicapped we are in offices without a local steward.

October 21 through October 27 was Steward Appreciation Week. I hope you all joined me in a sincere word of appreciation to all the stewards in both the Portland and Seattle Districts. It is because of their hard work, their willingness to represent and support their fellow rural carriers that set them apart. If you have not had the opportunity to thank your local steward, area steward, or assistant district representative, it is never too late.

Have you ever thought of becoming a local steward, but just didn't know what was involved? A local steward is a member elected by their fellow NRLCA members to represent their office. The local steward is the representative of the NRLCA in their own office. Local stewards do not represent other offices, only the carriers in their office. A local steward investigates and processes grievances against the actions or inactions of management. The time that a local steward uses to work on a grievance or potential grievance is compensated by the Postal Service. If the local steward is a regular carrier, the compensation is via "Z" time. Once 8 hours of "Z" time is accumulated, the steward receives a day off. If the local steward is a relief, then the compensation is via the green card. A newly elected local steward will have a two-day training session. After that, each year the local steward will have a required enhancement training session (January-June) and a voluntary enhancement (July-December). The Union pays for the day and mileage for each of those days.

In addition to grievances, local stewards are responsible for periodic labor/management meetings. These are more formal meetings where the local

steward brings forth those issues that are important to the craft members in the office. Those issues could be safety, financial, or any other condition of employment. Local stewards take the lead in establishing and/or maintaining a union bulletin board in their office. Local Stewards also respond to inquiries from their fellow rural carriers. That does not mean that the local steward knows everything. But the local steward has tools for research and the ability to call upon upper level stewards for help and support.

In regards to the start time issue, note how important the local stewards are. In those offices, it is the Postal Service that has to pay for its poor decisions. In offices without a local steward, it is the union that has to pay to get someone there to help with the grievance. Imagine how much farther our union dues could go if we had a local steward in every office in the Portland or Seattle Districts. Right now, we have 160 offices or branches in the Portland District. We have only 38 local stewards and one chief steward covering three branches. That means that we only have 25% of our offices covered. Surely there are some future local stewards out there.

Annual Leave

Article 10.2 covers annual leave:

“Rural carriers should be granted annual leave in accordance with their personal wishes, provided a leave replacement is available. It shall be the responsibility of each rural carrier to plan annual leave at times when a leave replacement is available. If the leave replacement for the route is committed to serve another regular rural route, such leave replacement is not available. A regular rural carrier should not be unreasonably denied annual leave because of the leave replacement’s assignment to a vacant

route, auxiliary route, or a route where the regular rural carrier is on extended leave.”

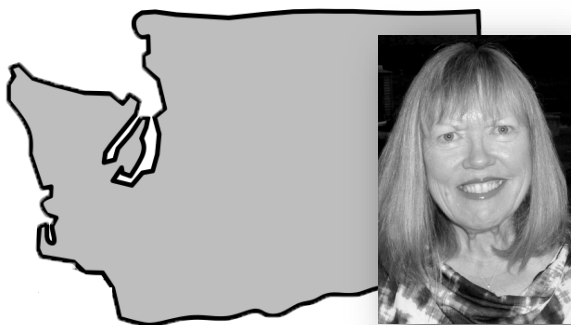
Management cannot deny leave if it would put an available leave replacement into overtime. Management may not deny leave due to wanting the relief to help on the clerk or city side. Management may not deny leave due to wanting the relief to help with parcels. Management may not deny leave just because we are in the Christmas overtime period (peak season). Article 10.2 says what it says. It is clear and concise language.

In almost every office in the Portland District, we are seriously understaffed. All rural carriers need to continue to hold management accountable for their contractual obligation to hire. I ask each time I come to an office about management’s hiring practices. I also ask managers to tell their rural carriers during stand-ups where they are in the hiring practices. Being so understaffed, it is easy to feel pressure to hurry and cut corners. We are entering the “peak” season. That is management’s admission that mail volume and especially parcel volume is up. Because this is a heavy time of the year, we may have problems making our weekly evaluation. The parcel volume will fluctuate, we need to understand it may be impossible to make that day’s evaluation. We can NOT be unsafe. If we have an accident, the only reward will be an investigative interview and probable discipline. Remember: we work in a safe and diligent manner. Safety is always first.

Ignorance May be Bliss, but it Will Cost You!

Monte Hartshorn

Portland District Representative, NRLCA



Keep That 50!!

By Joyce Patteson, Seattle District Representative

Shortly after you’re hired at the United States Postal Service, and periodically throughout the rest of your career, you will receive a form in the mail called a Notification of Personnel Action – otherwise known as a PS Form 50. This form basically reveals all pertinent details of your employment such as your name, address, route assignment, and much more. Each time something changes, such as your pay rate, you will receive another one. These changes could be

your designation, your route assignment, or the evaluation of your assigned route. They could also be reflecting an increase such as contractual, cost of living, or step. Again, each time something changes, you will receive a new Form 50 in the mail so by the time you’re ready to retire, you will have received a bunch of them. Along with receiving one in the mail, one will be placed in your Official Personnel Folder (OPF) which is available for you to access on the

Liteblue website.

If you've never accessed your OPF online, it's a good idea to do so periodically to make sure there are no forms in there that don't belong such as discipline you either didn't receive or is stale and should be removed. It's important to take care of those issues, but that's not why I'm writing this article. Something else you should do is periodically check the information on the form for errors such as your enter on duty date, or your retirement computation date, but again- that's not the point of this article.

The whole point of this article is to remind you that, even though all of your PS Forms 50 are available in your online OPF, it's extremely important to keep every hard copy you receive. If you haven't already, start now and keep a file folder somewhere safe where you can stash those forms when you receive them as they may come in handy in the future.

When the Postal Service makes an error (No! Say it ain't so!), such as in a route's evaluation, once they realize the discrepancy they will adjust it retroactively to the date when it should've taken place. When they do this, they also recreate your PS Forms 50 to reflect each change, and when they do this, any Form 50 they've recreated that were in your OPF have now disappeared from all Postal records—including your OPF. Let's say, for instance, that the evaluation of your route is a 46J at 50:40 standard hours, and you've been working the route at that evaluation for over a year. Then someone in management realizes that the mileage had been incorrect all that time and was actually supposed to be one additional mile more than what was reflected in your evaluation. Well, they "do the right thing" and credit your route's evaluation with the 12 minutes you should've had all along and they do it

It's so important to keep a copy of everything regarding your employment that you receive in the mail, or any document you submit to management.

retroactively to when you were first assigned to the route. Now suddenly, the standard hours of your route are 50:52 due to the additional mile and your route's evaluation is now a 42K with no option. What will happen is that management will reprocess every PS Form 50 that you received for the whole retroactive period and your OPF will no longer contain a PS Form 50 that shows you as being assigned to a 46J route—they will all reflect a 42K. Something unpleasant that will happen as a result of all of this is that you will receive a Letter of Demand for the difference in salary that you received all that time, but that's another article!

What it all boils down to is that somewhere along the way, there may be a grievance you will need to file on a pay issue or a Letter of Demand you may receive, etc., and the steward that's processing your grievance will need your Form 50 history. Since the ones now contained in your online OPF all reflect the information that benefits the Postal Service, you

may be the only resource for those documents that just might contain the one necessary to prove your case. Any grievance filed on a pay issue such as a Letter of Demand, incorrect route adjustment, failure to process timely PS Form 4003, etc., are all contractual issues and the union has the burden of proof.

This is one reason it's so important to keep a copy of everything regarding your employment that you receive in the mail, or any document you submit to management. In fact, if you submit anything to management, you should retain a copy for your records that includes their name or initials and the date showing when they received it. Even though at the time, it seems irrelevant, in the future it may be the one piece of paper that saves you. Whatever you do, don't just throw them away.

July 26-30 2018 WARLCA Board Meeting Minutes Doubletree Southcenter, SeaTac WA

MEMBERS IN ATTENDANCE: Kurt Eckrem, President; Tony Lott, Vice President; Becky Wendlandt, Secretary-Treasurer; Isabella Lopez, Region One Committeeperson; Stella Fazzino, Region Two Committeeperson; Lorrie Crow, Region Three Committeeperson; and Paige Barrett, Region Four Committeeperson. President Eckrem called the meeting to order July 26, 2018 at 1:20 p.m.

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

Prior Meeting Minutes: Adopted June 22-23, 2018 board minutes after updating a task to read "VP" instead of Tony. The board adopted June 27, 2018 board minutes with no changes.

Unfinished Business: The board completed signing all official forms and then reviewed 2018 state con-

vention.

Task Reports, Equipment List, and Board Policy:

The board individually reviewed their tasks and the task list was updated. The board also reviewed the equipment list and updated the board policy.

The board adjourned at 5:30 p.m. after starting board policy and reconvened at 8:10 a.m. Friday, July 27, 2018. All board members were present and no guests.

Upcoming Board Meetings:

Fall Meeting: October 21, 2018 travel and meeting from 3 p.m. to 5 p.m., October 22 and October 23, 2018 board meeting from 8 a.m. to 5 p.m., October 24, 2018 meeting 8 a.m. to 10 a.m. and then travel.

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

Spring Meeting: April 7, 2019 travel and meeting 2 p.m. to 6 p.m., April 8, 2019 meeting from 8 a.m. to 5 p.m., April 9, 2019 meeting from 8 a.m. to noon then travel.

Pre-Convention Meeting: Travel June 20, 2019 for all except Stella and Tony, then meet June 21, 2019 from 9 a.m. to 6 p.m., June 22, 2019 meeting from 8 a.m. to noon then set up afterwards.

Post-Convention Meeting: June 26, 2019 from 8 a.m. to noon (or earlier) for all '19- '20 elected board members.

State Officers' Resource Manual (SORM): President Kurt had previously authorized each board member one day of ADOP to read the State Officers' Resource Manual (SORM), WA board policy, and WA state constitution prior to this board meeting. The board decided to finish the SORM at the next board meeting after National sends out the updates in September.

Financial Review and Budget: The board reviewed each line item in the budget and set the budget for '18/'19. At each board meeting the board will again review the budget in case there are any changes.

Orientations: The board discussed orientations and asking Patrick to send Tony to orientations as part of the NSS. Kurt will forward west side orientation emails to Isa and Tony and Becky will forward east side orientation emails to the board. Isa will be working with Renee' Pitts on orientations and ad hoc academies, OJI, and exit interviews to see if they can help fix the failing system.

VOYA: The board decided to keep the same trustees. They are Kurt Eckrem, Levi Hanson, and Becky Wendlandt.

Auxiliary: Kurt reported that as of now he has not heard of anyone who wants to be an auxiliary officer. Becky said Clifford will provide a notice for our WRC state convention paper on how members can ask for their auxiliary dues refund.

Correspondence: The board had a sealed envelope from a former ad hoc trainer and after reading and discussing it, consensus was reached to send it to Patrick and NRLCA board, and Kurt will reply to former ad hoc trainer.

The board adjourned at 5:10 p.m. and reconvened at 8:05 a.m. on Saturday, July 28th, 2018. All board members were present and no guests.

2019 State Convention: The board discussed 2019 State Convention at Great Wolf Lodge. Stella will check into having a dessert auction. Stella said she has arranged a free meeting room for Saturday for 40 people classroom style. There is no resort fee and room rate is \$119 for family suite, and dates are June 23-25, 2019.

Conference Call with DR Monte Hartshorn: Monte Hartshorn, Portland DR, called and discussed what is happening in Portland District, problems with training RCAs and getting training hours. Monte had a class action grievance and won about \$900 for each carrier for not getting auxiliary assistance for being overburdened before route cuts. Monte suggested the board look into retention and getting the word out for local stewards. Right now, Portland District has 40 local stewards with around 867 rural routes. Discussion on edit book special training, results of last count, route adjustments, vehicles for RCAs, and checking the mileage after route adjustment.

2020 State Convention: Lorrie reported that the RL hotel was bought out and she has contacted them to make sure the contract for 2020 is still good. She will also check on having the fall meeting at the hotel.

County Officers Training: The board worked from 10 a.m. to 5 p.m. on handouts, training, and agenda for the next day's County Officers' Training.

The board adjourned at 5 p.m. on Saturday, July 28th and all reconvened at 8 a.m. on Sunday, July 29th to set up for officers' training. Officers' training went from 10 a.m. to 3 p.m. and afterwards Becky and Isa helped two counties with their LM while the board met with Patrick Pitts. In the evening the board attended the King-Snohomish county unit meeting.

Meeting with DR Patrick Pitts: Paige took notes on meeting with Patrick and Becky joined the group towards the end. Patrick updated the board on Seattle District, route adjustment problems, and 2080 issues. The board suggested that Renee' and Isa work to-

gether on the academy and Patrick thought this would be awesome. Patrick said he needs more stewards and help. In 2012 there were 46 local, 2 area, 1 full time DR, and 5 part time ADRs. Now there are 40 locals (including Idaho), 3 area for WA, 2 part time ADRs for WA, 1 full time ADR sharing with OR, and him. Patrick said he would authorize Tony to attend orientation.

The board adjourned at 5 p.m. on Sunday, July 29th, and all reconvened at 8 a.m. on Monday, July 30th.

Review County Officers' Training Review: Great audience participation, good feedback on mock meeting, everyone did their part well, united board, great feedback that everyone learned and had fun too, all LM-4s got done - 9 prior to meeting and 2 at meet-

ing, training critiques were all good scores, knowledge test was very helpful.

WRC:

Convention Issue: All items need to be sent to Lisa by August 3. Kurt hopes it can go out before national convention.

Fall Issue: Will have article on encouraging members to become local stewards and introduction on Isa and Tony.

Voucher: The June vouchers were reviewed and signed.

The board adjourned at noon.

Respectfully submitted,

Becky Wendlandt

| WARLCA TRACKING FORM FOR 2018/2019 DUES YEAR | | | | | | | | | | | | | | |
|--|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|----------------|
| NAME | Jul-18 | Aug-18 | Sep-18 | Oct-18 | Nov-18 | Dec-18 | 19-Jan | 19-Feb | 19-Mar | 19-Apr | 19-May | 19-Jun | Total | Total For Year |
| Isabella Lopez | 1 | 5 | 1 | | | | | | | | | | 7 | 7 |
| Isa Lost s/l annual | 0 | 0 | 0 | | | | | | | | | | 0 | 7 |
| Tony Lott | 1 | 5 | 2 | | | | | | | | | | 8 | 8 |
| Tony Lost s/l annual | 0 | 0 | 0 | | | | | | | | | | 0 | 8 |
| Becky Wendlandt | 11 | 14 | 7 | | | | | | | | | | 32 | 32 |
| Lisa Benson | 0 | 0 | 0 | | | | | | | | | | 0 | |
| Paige Barrett | 2 | 5 | 2 | | | | | | | | | | 9 | |
| Paige Lost s/l annual | 0 | 0 | 1.5 | | | | | | | | | | 1.5 | 10.5 |
| Lorrie Crow | 1 | 9 | 2 | | | | | | | | | | 12 | |
| Lorrie Lost s/l annual | 0 | 2 | 0 | | | | | | | | | | 2 | 14 |
| Kurt Eckrem | 4 | 7 | 7 | | | | | | | | | | 18 | |
| Kurt Lost s/l annual | 0 | 0 | 0 | | | | | | | | | | 0 | 18 |
| Stella Fazzino | 2 | 6 | 0 | | | | | | | | | | 8 | |
| Stella Lost s/l annual | 0 | 0 | 0 | | | | | | | | | | 0 | 8 |
| Levi Lost s/l annual | 0 | 0.75 | 0 | | | | | | | | | | 0.75 | 0.75 |
| TOTALS | 22.00 | 53.75 | 22.50 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 98.25 | 98.25 |

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

36 Reasons You Should Thank A Union

- Weekends
- All breaks at work, including your lunch breaks
- Paid vacation
- FMLA
- Sick Leave
- Social Security
- Minimum Wage
- Civil Rights Act/Title VII (Prohibits Employer Discrimination)
- 8-Hour Work Day
- Overtime Pay
- Child Labor Laws
- Occupational Safety & Health Act (OSHA)
- 40 Hour Work Week
- Worker's Compensation (Worker's Comp)
- Unemployment Insurance
- Pensions
- Workplace Safety Standards and Regulations
- Employer Health Care Insurance
- Collective Bargaining Rights for Employees

- Wrongful Termination Laws
- Age Discrimination in Employment Act of 1967
- Whistleblower Protection Laws
- Employee Polygraph Protect Act (Prohibits Employer from using a lie detector test on an employee)
- Veteran's Employment and Training Services (VETS)
- Compensation increases and Evaluations (Raises)
- Sexual Harassment Laws
- Americans With Disabilities Act (ADA)
- Holiday Pay
- Employer Dental, Life, and Vision Insurance
- Privacy Rights
- Pregnancy and Parental Leave
- Military Leave
- The Right to Strike
- Public Education for Children
- Equal Pay Acts of 1963 & 2011 (Requires employers pay men and women equally for the same amount of work)
- Laws Ending Sweatshops in the United States

Left to right:
 Assistant District Representative Renee' Pitts carries the Alaska flag.
 WARLCA President Kurt Eckrem.
 Director of Labor Relations David Heather Presents Executive Committeeman Patrick Pitts with a service award.



Left, attendees at the Motown Nights banquet.
 Right, another Honorable Mention for the Washington Rural Carrier.



Left, WARLCA delegates at convention.
 Right, Portland District Representative Monte Martshorn and now-retired NRLCA President Jeanette Dwyer.



2019 WESTERN STATES CONFERENCE April 24-26, 2019



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

**Embassy Suites
 by Hilton
 Phoenix Tempe**

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

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

2019 WARLCA STATE CONVENTION

GREAT WOLF LODGE—GRAND MOUND

20500 OLD HWY 99 SW

CENTRALIA, WA 98531

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

BUSINESS SESSIONS JUNE 23-25

FOR RESERVATIONS CALL 1-866-941-9653

USE CODE 1906WARLCA FOR OUR GROUP RATE.

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

\$50 PER NIGHT FOR EACH ADDITIONAL PERSON



COME EARLY AND STAY LATE

MAKE IT A FAMILY VACATION

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

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

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

Letters to the Editor

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



To the editor:

October 18, 2018 was a very good day. This was the date of the fall meeting of the Peninsula Counties Rural Letter Carriers' Association. Why was this a good day? Because we had US Representative Derek Kilmer (WA 6th District) address our members for a little over an hour on the current postal legislation before Congress and answer any questions that got raised.

How did we do this? Planning ahead. Was it hard? No. A call was made to Rep. Kilmer's office in Washington, D.C. An aide referred said person to the Tacoma office. The call was made and contact was established with the person in charge of Rep. Kilmer's calendar. Our contact was a little more constricted since our meeting was smack dab in the middle of the campaigning season, but it worked.

We requested an appearance by Rep. Kilmer for the 18th. They asked if they could get back to us, to which we said yes. We informed them of our time constraints and our legal restraints as far as no campaigning – information only. Four weeks before the meeting date, a follow-up call was placed to see where we stood. We were informed that we were tentatively on the calendar, but to call back one week later. We did. It was a go. We received a confirmation email along with a short bio for Rep. Kilmer.

We sent out the meeting notices to both members and non-members in our county unit, hoping to get some new members. It didn't happen, but they now know what kind of information they are missing out on.

Was it easy? Yes. Did it take time and a bit of perseverance? Yes. Was it worth it? Absolutely. If we can do it, you can too.

Doug Rinehart
Peninsula Counties
Secretary/Treasurer



The Odyssey: A Goodwill Tour

By Philip Bergman

Local wanderlust. That's how I'd best describe the root of what led to it. That desire to see the entire world... of your own backyard. As a teenager with a newly minted Michigan license, that urge led me into a farmer's field via an access road, nearly caused me to splash into the Kalamazoo River, and taught me that driving on Old Allegan Road in the snow and ice at 35 mph is a bit like doing a bobsled course.

Fast-forward to my moving to northwestern Washington state in 2011, and that itch to see the curious spots flared up again. A drive all the way to Artist Point, just for the sake of driving the entire length of Mount Baker Highway, became a priority. So had visiting the geographical curiosity of Point Roberts, which made a great birthday getaway for my then-girlfriend and me. Fast-forward a little fur-

ther to my becoming a county officer here in Whatcom County (our motto: TOCUTIIOC, the Only County Unit That Is One County). When I got the information regarding membership and non-membership in the union, I was rather surprised to see that two cities didn't even have the craft. Granted, not being a native to Whatcom County, or even Washington, I really had no way of knowing just how small Acme is, but given how much I'd heard about Deming, I thought for sure that one would have had the craft. It made me more curious about the world of my own county, and suddenly that curious teenager with a newly minted Michigan license resurfaced. Even though I'm stationed out of the Mount Baker Station in Bellingham, I'd also helped out in Blaine, Ferndale, and once in Sumas, plus I'd had visited Everson on

the clock bringing their Express packages. But now as president of the Whatcom County chapter of WARLCA, I'd gotten more curious about the entire county.

As I said, not being a native Evergreen Stater, I had absolutely no clue how small Acme really is. But I was soon to find out: on Memorial Day this year, I drove down Highway 9 through Acme. My GPS told me that the Acme Post Office was located on the left, directly on the highway. And I missed it. I drove right past it, not even seeing it. The next time I drove through Acme, I managed to find it, and was surprised how small it was! It was then I decided I wanted to actually mail out something from Acme. I can't explain it; I just wanted to do it. And I did. I don't remember the exact day, but I mailed out my registration for the WARLCA State Convention from the Acme Post Office, purchasing the stamp from the window clerk there. I stopped in and chatted with her for a couple minutes about the mail service in Acme. She told me that the entire ZIP code of Acme was delivered by one contract carrier, and that the entire route was a total of sixteen miles. Sixteen miles!? My primary route has more miles than that! In fact, only a couple of routes in my office have fewer than sixteen miles! It was an interesting experience, and the clerk was so absolutely delightful to talk to, I wished I could have talked shop with her longer, but I knew I couldn't take up too much of her time. So I left Acme that day with a feeling of satisfaction, having visited a post office in a town in my presidential domain that isn't serviced by our craft.

By now, you're probably thinking what a weirdo I am. I'm really in no position to dispute that either, as my co-workers can attest. It gets even weirder than that. As a postal employee, I suddenly decided I wanted to visit all the post offices in Whatcom County that I'd never been to before, even if they didn't have the rural craft. Not just stick a stamp on something and put it in the outgoing mail slot, but to purchase the postage from a clerk on duty at each office.

On my next day off, I made Custer the next stop. Custer residents are served by the Blaine office, but there is in fact a station with a clerk on duty in Custer, providing true local service. The clerk there wasn't nearly as chatty as the clerk in Acme, preferring to stick to business, but she was still quite friendly and helpful, cheerfully helping the customer ahead of me properly tape down her outgoing parcel so it could be shipped.

I searched online for other Whatcom County post offices, and noticed that there were three that were

east of Bellingham and lie either on or just off Mount Baker Highway. So, on my next day off, and with some cards and an article I thought my parents would enjoy reading, I set out for the far reaches of Mount Baker Highway. Glacier was the first stop, being the furthest out. The clerk in Acme told me that Acme, Deming, and Glacier are all managed by the same postmaster, but I discovered a few other interesting idiosyncrasies about this particular village. First off, it's a part of Deming. Glacier doesn't have its own ZIP code, and any street boxes are serviced by the contract carrier out of Deming. But the office there does have P.O. boxes. And while the clerk in Acme told me Glacier's branch was even smaller than Acme's, I found that very hard to believe, but I shouldn't have doubted her. This post office doesn't even have the building to themselves; they share a building with the Glacier Water District, and both offices together are smaller than the Acme Post Office. It's also interesting to note that they don't keep expected hours. It opens at 2:15 p.m., and closes at 5:00 p.m. on the weekdays, and noon to five on Saturdays. The P.O. boxes are accessible 24/7, but window service has a very narrow window of service. The day I visited, the clerk, the sole employee, was late. She was busy with her dog at the veterinarian's office, and when she finally opened up, her dog went behind the counter with her and laid down like it was a routine thing. I thought it was odd, but it seems to be exactly the type of service that adequately meets the needs of the community closest to Mount Baker.

After Glacier, I retraced the highway to Maple Falls. Maple Falls is the office furthest out that has the rural craft, and I really wish I had more to say about my quick trip there. Given the attire of the person who sold me the postage, and how small Maple Falls is reported to be, I would surmise that the mustachioed man was the postmaster. He was a genial, jovial, joking guy who knew how to instantly read and build a rapport with a customer, so it was an enjoyable couple minutes there. Heading back to my car, I did see vehicles with magnetics in the back lot, so I'm guessing the carriers were done for the day and had gone home. Maybe if a Maple Falls carrier would like to attend our next meeting and let me know a little more about the town, I'd love to hear it. (hint hint)

I continued back west down the highway and just off the highway was Deming's main post office. The back of the building faces the highway, not the front, so one may be forgiven for driving past it several

times not realizing how close they were to it. When I walked inside, the man at the counter, also dressed like a supervisor or postmaster greeted me very familiarly. He looked familiar, but I couldn't place him, and even thought maybe that was just his style of customer service. Then he asked me if I was still out of Bellingham and if I had my own route yet. Guess that answered that question. Thinking back, I think he was the guy who rode with me on a route inspection prior to a count and was one of the counters. I feel guilty about not remembering his name, but such as it is.

After Deming, I had one thing left to mail out that day, and decided Nooksack was next. My search engine query told me there was a clerical station on Highway 9 in Nooksack. And technically, my internet search was correct: there *was* a clerk station in Nooksack... about eleven years ago! Where that office was now stands a realtor office, an employee telling me about the closure over a decade ago. I knew that Nooksack was serviced out of Everson, but I didn't know the Nooksack station was closed. But rather than go to Everson with my last piece for the day, I went to Lynden, since I'd never been to that office before. The Lynden post office is a stately looking building and due to its location, has street parking for their customers instead of a lot. Even Glacier has a four-car lot available just for customers of the post office or water district. But residents of Lynden don't seem to mind. It was close to the end of the day, so the clerk wasn't as bright and chipper, but he was still a consummate professional.

Glacier, Maple Falls, Deming, and Lynden in one day. By this point, I had visited all the branches in the county that had the rural craft and that I had never visited before. However, I decided that as president of the union's county unit, I wanted to visit all the post offices in my county at least once, during this term of my presidency. And thus, my local wanderlust evolved into what I now call my "goodwill tour."

At the WARLCA State Convention in Pasco this year, I won a music box in the silent auction. My younger sister collected music boxes once upon a time, so I thought this would be a good gift for her. And going back to offices I had been to before, this time I went to Everson. I had been there years ago while on the clock, but this was my first experience there as a customer. The clerk was very accommodating, as she carefully put "FRAGILE" stickers on my

parcel and carefully placed it in the hamper for outgoing packages. My sister received her gift about the time of her birthday, but it'd been damaged. Cosmetic damage only, as it still played perfectly, but I blame myself for not packing it better. My sister assured me she still appreciated the thought.

Shortly after my younger sister's birthday is my oldest brother's birthday. His birthday card, I mailed out of Sumas. I had helped out there once before, delivering the auxiliary route. It's a fun office with a real sense of camaraderie between clerks and carriers, and even a little with management, from what I saw. What I had forgotten though, or maybe just never realized, is that they too have shorter hours. They close at 4:30 on the weekdays, and the first time I went there, I got there just after they'd closed. I didn't mind making the second trip there to actually purchase a first-class stamp, but like Glacier, it's always a good idea to make sure one is informed about the hours of operation. This was not the first time it happened on this goodwill tour, and it wouldn't be the last.

Well, visiting four post offices in a single day seemed like it would be a record, but no. Shortly thereafter, on another day off, with a few payments and a couple other forms to send out, I knocked out the five post offices along the I-5 corridor in quick succession. I started with the office I work out of, the Mount Baker Station in Bellingham (so called, I suspect, because it's right by the "Mount Baker" exit off I-5). Next was the Blaine office, which was the first office I encountered the little stand with two buttons to evaluate your service there, either by pressing green for good or red for bad. Naturally, I hit green. After Blaine was Ferndale, where a few years ago, I had picked up enough extra hours helping out to learn two of the routes there. Following Ferndale was the main office of Bellingham, which also has the little stand with the red and green buttons (and of course I pressed green--one does not get assisted by Kerry the Great and not press green afterwards). And lastly for that day was the clerk station out at the City Center of Bellingham, which we employees also call the "Federal Station" of Bellingham. Thanks to quick service and only a short line at one of the offices, plus luck in finding parking spots, I visited those five offices in less than two hours.

With much more left to see and do, you'll just have to wait for the next issue of the *Washington Rural Carrier!* ...

Catch the second half of this postal adventure in the Winter 2019 issue!

Revised
NRLCA Form 1187
2017

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

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

(USPS EMPLOYEE I.D. NUMBER)

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

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

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

SECTION A - AUTHORIZATION BY EMPLOYEE

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

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

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

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

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

SECTION B - FOR USE BY STATE ASSOCIATION

R - NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

SIGNATURE OF ACCEPTING UNION OFFICIAL _____

DATE _____

I hereby certify that the dues of this organization for the above named member, for the applicable designation, are currently established at \$28.54 Regular/ \$10.12 Relief per pay period.

| | |
|-------|---------|
| LOC # | STATE |
| | |
| DATE | REMIT # |
| | |

REBECCA WENDLANDT, STATE SECRETARY

SECTION C - FOR USE BY NATIONAL ASSOCIATION

Date of Delivery to Employer (For National Office use)

ANNIVERSARY DATE TO BE USED AT USPS PERSONNEL OFFICE _____

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

WARLCA Membership Statistics

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

*Patricia Barney
Lawrence Barry
Norma Holznagel
Samuel Mebane
Howard Rohlinger
Frank Teas
Theresa Wiggins*

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

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.

Membership Longevity Awards

| Last Name | First Name | MI | Award Type | Date Awarded |
|-----------|------------|----|------------|--------------|
| ADAMS | HAROLD | W | 50 | 3/19/1999 |
| ANDERSON | VERN | N | 50 | 8/28/1998 |
| BACCUS | JOHN | W | 50 | 8/28/1998 |
| BELLING | WILLIAM | G | 50 | 3/29/2012 |
| BENNER | HARRY | D | 50 | 3/19/1999 |
| BROWN | DELMOND | O | 50 | 1/25/2018 |
| CLIZER | RALPH | B | 50 | 4/11/2003 |
| COCHRAN | RICHARD | | 50 | 2/19/2018 |
| CROFOOT | JAMES | R | 50 | 8/28/1998 |
| EVANS | CLAYTON | M | 50 | 3/29/2012 |
| FEARS | JOSEPH | R | 50 | 4/8/2004 |
| FISHER | GEORGE | E | 50 | 8/28/1998 |
| JOHNSON | DAVID | | 60 | 2/6/2018 |
| KERN | KARL | F | 70 | 3/7/2018 |
| LYNN | JOEL | W | 50 | 4/11/2003 |
| MACKEY | MICHAEL | E | 50/60 | 7/8/2016 |
| MATHISON | VICTOR | J | 50 | 8/28/1998 |
| MUFRPHY | CHARLES | O | 70 | 1/25/2018 |
| NORRIS | DOLORES | J | 50 | 1/25/2018 |
| PATTERSON | HOWARD | W | 50 | 4/8/2004 |
| PETERSON | ALLEN | J | 50 | 8/28/1998 |
| RENTZ | WILLIE | F | 50 | 4/11/2003 |
| ROBINSON | EDWARD | C | 50 | 3/17/2004 |
| TANGUY | WALTER | H | 50/60/70 | 2/26/2008 |
| THOMAS | JEAN | F | 50 | 3/17/2004 |
| TURK | DWANE | A | 50 | 3/3/2017 |
| UKOSKI | EVERETT | P | 50 | 10/8/1998 |
| WALSTON | DALE | L | 50 | 12/4/2013 |
| WAPLES | DARRELL | | 50 | 8/28/1998 |
| WODAEGE | MARIE | M | 50 | 4/8/2004 |
| WOODS | ARTHUR | L | 50 | 8/28/1998 |
| ZIMMERMAN | DONNA | E | 50 | 1/25/2018 |

| Member Totals by Class | | Nonmember Totals by Class | |
|------------------------|--------------|---------------------------|------------|
| Regular | 1,039 | 70-5 — ARC | 119 |
| PTF | 7 | 71 — Regular | 169 |
| Retired | 258 | 74 — RCA VAC RT | 4 |
| Associate | 3 | 76 — PTF | 2 |
| RCA | 681 | 78 — RCA | 226 |
| Retired Associate | 1 | 79 — RCA AUX RT | 11 |
| Recently Retired | 14 | Total | 531 |
| ARC | 25 | | |
| Cash-Paid | 34 | | |
| Total | 2,062 | | |

Congratulations Retirees!

| | |
|---------------------|--------------|
| AITKEN, ROBERT B | OLYMPIA |
| BROWN, LESLIE D | BELLINGHAM |
| CALLAHAN, THOMAS W | SNOHOMISH |
| COLWELL, JULIE L | BELLINGHAM |
| CRANDON, MELANIE | BELLINGHAM |
| GARDNER, PAMELA M | OCEAN PARK |
| GEARY, DEBRA J | SEQUIM |
| HATCH, CYNTHIA H | LAKE STEVENS |
| LONEY, WANDA M | GRAHAM |
| NGATIA, DANIEL M | SUMNER |
| PICKERT, TEDDE A | ELMA |
| RICHARDSON, SUSAN M | MOUNT VERNON |
| TURNER, SANDRA E | SUMNER |
| YOUNGER, SANDRA E | EVERETT |

Please Welcome Our New Members!

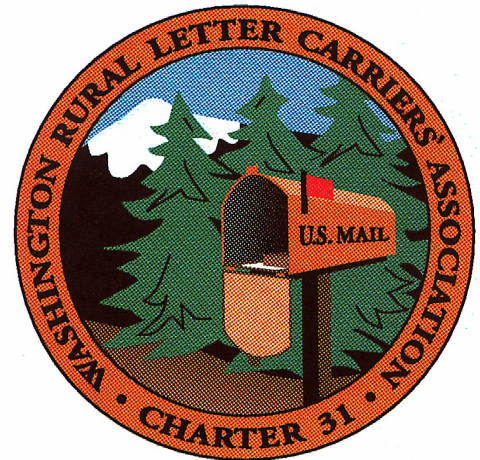
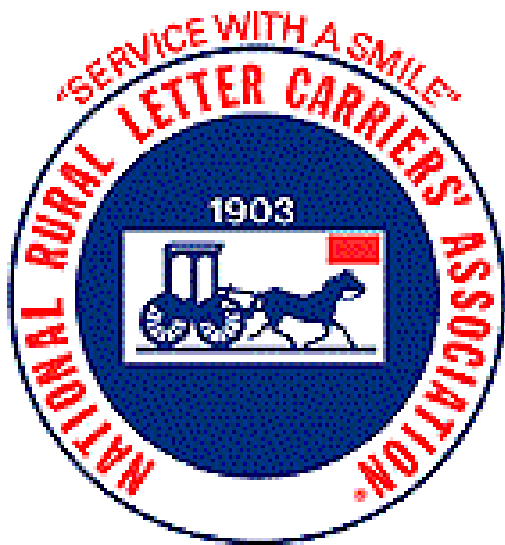
| | | | | | | | |
|-------------|-----------------|----------------|------------|-------------|--------------|---------------|-----------|
| 7 - RCA | AMBOY | EASTER | CHERYLE | 7 - RCA | PASCO | PARRISH | WESTON |
| 7 - RCA | ARLINGTON | COFFEY | ALICIA | 7 - RCA | PASCO | PHIPPS | SUZAN |
| 7 - RCA | AUBURN | CHEEKS | SHAMEKA | 7 - RCA | PASCO | ALLRED | JULIE |
| 7 - RCA | BATTLE GROUND | FREY | MICHELLE | 7 - RCA | PASCO | ALCARAZ | FAVIOLA |
| 7 - RCA | BATTLE GROUND | KOEPKE | DAVID | 7 - RCA | PASCO | HILL | NICOLE |
| 7 - RCA | BELLINGHAM | PARIS | REUBEN | 7 - RCA | PASCO | CARIAS | CRISTIAN |
| 7 - RCA | BLAINE | MARSHALL | SEAN | 7 - RCA | PORT ORCHARD | BOWEN | KAREN |
| 7 - RCA | BLAINE | FOREST | CRYSTAL | 7 - RCA | PORT ORCHARD | MENDEZ | DENUBIA |
| 7 - RCA | BLAINE | SWANSEN | TERESA | 7 - RCA | PORT ORCHARD | BAILEY | SCOTT |
| 7 - RCA | BREMERTON | VAN WHY | AMANDA | 7 - RCA | PORT ORCHARD | MARBARAK | NATALIO |
| 7 - RCA | BURLINGTON | ROBINSON | CHADD | 7 - RCA | POULSBO | PIETZ | ANNA |
| 7 - RCA | CAMAS | MARCHAND | ANGELA | 7 - RCA | RICHLAND | TYSON | MICHELLE |
| 7 - RCA | CASTLE ROCK | DIER | PRESTON | 7 - RCA | RIDGEFIELD | KIMBRO | ANGELA |
| 7 - RCA | COLBERT | MOORE | GREGORY | 7 - RCA | RIDGEFIELD | LAWSON | SALLY |
| 1 - Regular | COUPEVILLE | CARINO | JOSEPHINE | 1 - Regular | ROCHESTER | HENSON | PAMALA |
| 1 - Regular | EVERSON | MORRISON | AMBER | 7 - RCA | SEATTLE | TARBOX | SUZANNE |
| 7 - RCA | EVERSON | SWATOSH | JUDITH | 7 - RCA | SEATTLE | KLEIVEN | ADAM |
| 7 - RCA | FERNDALE | KHUNKHUN | PARVINDER | 7 - RCA | SEATTLE | ROBINSON | STEFFEN |
| 7 - RCA | FRIDAY HARBOR | WATSON | CHRISTINEA | 7 - RCA | SEQUIM | HOUSEMAN | JUSTIN |
| 7 - RCA | GIG HARBOR | TANNER | THOMAS | 7 - RCA | SEQUIM | WESNER | ARRON |
| 7 - RCA | GOLD BAR | CROTTY | TINA | 7 - RCA | SHELTON | COOK | JAYLENE |
| 7 - RCA | GOLD BAR | IACOBAZZI | ANGELINA | 7 - RCA | SHELTON | ST GERMAIN | JUSTIN |
| 7 - RCA | GRAHAM | NAYLOR | REBECCA | 7 - RCA | SHELTON | BREEDLOVE | BILL |
| 7 - RCA | GRAHAM | BAKER | JULIE | 7 - RCA | SILVERDALE | LEE | TAMARA |
| 7 - RCA | ISSAQUAH | GILROY | DIANA | 7 - RCA | SILVERDALE | ERICKSON | SIERRA |
| 7 - RCA | KENT | MOSEBAR | LISA | 7 - RCA | SILVERDALE | SODERQUIST | LISA |
| 7 - RCA | KENT | KAUR | SIMERPREET | 7 - RCA | SNOHOMISH | MINDEN | PAUL |
| 7 - RCA | KENT | ABELLA | ANTHONY | 7 - RCA | SNOHOMISH | RATTANATAI | SENG |
| 7 - RCA | KENT | PALEFAU-SISIFA | MAKELETA | 7 - RCA | SNOHOMISH | TATE | DARON |
| 7 - RCA | LA CONNER | NICHOLSON | CHRISTINA | 7 - RCA | SNOHOMISH | CARRASCO | KIMBERLY |
| 7 - RCA | LAKE STEVENS | EMARD | DOLLY | 7 - RCA | SNOHOMISH | BECKENBAUGH | DAVID |
| 7 - RCA | LIBERTY LAKE | LAINE | ALEXIS | 7 - RCA | SPOKANE | ST JULIEN | DEWEY |
| 7 - RCA | MAPLE VALLEY | XING | WEN | 7 - RCA | SPOKANE | REITAN | JOE |
| 7 - RCA | MAPLE VALLEY | HIBBLER JR | PAUL | C - ARC | SPOKANE | ALLEN | TAMMERA |
| 7 - RCA | MAPLE VALLEY | EDELBERG | JOHN | C - ARC | SPOKANE | MUNDALL | REBECCA |
| 7 - RCA | MARYSVILLE | MCDONALD | TYLER | 7 - RCA | STANWOOD | WILSON | ELIZABETH |
| 7 - RCA | MARYSVILLE | PRUITT | MELODY | 7 - RCA | STANWOOD | MERIWETHER JR | DARRELL |
| 7 - RCA | MARYSVILLE | GILBERTSON | TESLA | 7 - RCA | SUMNER | DAVIS | DAWN |
| 7 - RCA | MILL CREEK | CHOI KIM | MIJUNG | 7 - RCA | SUMNER | HEBERT | ANNA |
| 7 - RCA | MILTON | SHATTUCK | CHARLES | 7 - RCA | SUMNER | WHITLEY | DIANA |
| 7 - RCA | MONROE | COMBS | ADRIANNE | 7 - RCA | SUMNER | HIX | MARCUS |
| 7 - RCA | MONROE | SPRAGUE | STACEY | 7 - RCA | SUMNER | HIX | MARCUS |
| 7 - RCA | MONROE | LOPEZ | KAYDRA | 7 - RCA | TIETON | WOLFE | KIMBERLEY |
| 7 - RCA | MONROE | LOPEZ | KAYDRA | 7 - RCA | TIETON | WOLFE | KIMBERLEY |
| 7 - RCA | MONROE | LOPEZ | KAYDRA | 7 - RCA | TIETON | WOLFE | KIMBERLEY |
| 7 - RCA | MONTESANO | WATSON | STACY | 7 - RCA | TOPPENISH | DELGADO | JUAN |
| 7 - RCA | MONTESANO | WATSON | STACY | 7 - RCA | TOPPENISH | DELGADO | JUAN |
| 7 - RCA | MOUNT VERNON | LEFLER | CONNIE | 7 - RCA | VANCOUVER | SMITH | TERESA |
| 7 - RCA | MOUNT VERNON | LEFLER | CONNIE | 7 - RCA | VANCOUVER | SMITH | TERESA |
| 7 - RCA | MOUNT VERNON | LEFLER | CONNIE | 7 - RCA | VANCOUVER | SMITH | TERESA |
| 7 - RCA | MOUNT VERNON | PICKERING | CATHY | 7 - RCA | VANCOUVER | NESMIANOV | ANDRII |
| 7 - RCA | MOUNT VERNON | PICKERING | CATHY | 7 - RCA | VANCOUVER | NESMIANOV | ANDRII |
| 7 - RCA | MOUNT VERNON | PICKERING | CATHY | 7 - RCA | VANCOUVER | NESMIANOV | ANDRII |
| 7 - RCA | NEWMAN LAKE | FAIRBANKS | JENNIFER | 7 - RCA | VANCOUVER | MILLER | REBECCA |
| 7 - RCA | NEWMAN LAKE | FAIRBANKS | JENNIFER | 7 - RCA | VANCOUVER | MILLER | REBECCA |
| 7 - RCA | NEWMAN LAKE | FAIRBANKS | JENNIFER | 7 - RCA | VANCOUVER | MILLER | REBECCA |
| 7 - RCA | NINE MILE FALLS | TERNES | BRANDY | 7 - RCA | VASHON | CARMICHAEL | TIMOTHY |
| 1 - Regular | NORTH BEND | CAMPION | COLLETTE | 1 - Regular | VERADALE | FOSTER | SUMMER |
| 7 - RCA | NORTH BEND | CROSE | COLLIN | 7 - RCA | VERADALE | FOSTER | SUMMER |
| 7 - RCA | NORTH BEND | CROSE | COLLIN | 7 - RCA | VERADALE | FOSTER | SUMMER |
| 7 - RCA | NORTH BEND | GALLOWAY | BAILEY | 7 - RCA | WALLA WALLA | SHARKEY | KATHARINE |
| 7 - RCA | NORTH BEND | GALLOWAY | BAILEY | 7 - RCA | WALLA WALLA | SHARKEY | KATHARINE |
| 7 - RCA | NORTH BEND | GALLOWAY | BAILEY | 7 - RCA | WALLA WALLA | SHARKEY | KATHARINE |
| 7 - RCA | OAK HARBOR | MAINES | REBEKA | 7 - RCA | WENATCHEE | FARMER | AUSTIN |
| 7 - RCA | OAK HARBOR | MAINES | REBEKA | 7 - RCA | WENATCHEE | FARMER | AUSTIN |
| 7 - RCA | OAK HARBOR | MAINES | REBEKA | 7 - RCA | WENATCHEE | FARMER | AUSTIN |
| 7 - RCA | OAK HARBOR | SHAW | JON | 7 - RCA | YAKIMA | STAUS KEENE | MARIE |
| 7 - RCA | OAK HARBOR | SHAW | JON | 7 - RCA | YAKIMA | STAUS KEENE | MARIE |
| 7 - RCA | OAK HARBOR | SHAW | JON | 7 - RCA | YAKIMA | STAUS KEENE | MARIE |
| 7 - RCA | OAK HARBOR | YATES | TRACEY | 7 - RCA | YAKIMA | KUJATH | MATTHEW |
| 7 - RCA | OAK HARBOR | YATES | TRACEY | 7 - RCA | YAKIMA | KUJATH | MATTHEW |
| 7 - RCA | OAK HARBOR | YATES | TRACEY | 7 - RCA | YAKIMA | KUJATH | MATTHEW |
| 7 - RCA | OLYMPIA | BERG | BLAINE | 7 - RCA | YELM | HOOVER | KAYLEIGH |
| 7 - RCA | OLYMPIA | BERG | BLAINE | 7 - RCA | YELM | HOOVER | KAYLEIGH |
| 7 - RCA | OLYMPIA | BERG | BLAINE | 7 - RCA | YELM | HOOVER | KAYLEIGH |
| 7 - RCA | OLYMPIA | JOHNNY | DEAN | 7 - RCA | YELM | REX JR | KEITH |
| 7 - RCA | OLYMPIA | JOHNNY | DEAN | 7 - RCA | YELM | REX JR | KEITH |
| 7 - RCA | OLYMPIA | JOHNNY | DEAN | 7 - RCA | YELM | REX JR | KEITH |
| 7 - RCA | OLYMPIA | KELLEY | CODY | 7 - RCA | YELM | REX JR | KEITH |
| C - ARC | OLYMPIA | BRIMAH | GLADYS | 7 - RCA | YELM | REX JR | KEITH |

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

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

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

Change Service Requested



Where Service Begins With a Smile

Upcoming Dates to Remember

- Nov 12-Dec 10 2018: OPM Open Season
- Dec 1-21 2018: Christmas Period
- Jan 5 2019: 2019 Leave Year Begins
- Apr 24-26 2019: Western States Conference, Tempe AZ
- May 11 2019: Letter Carriers' Food Drive
- June 23-25 2019: State Convention, Grand Mound WA
- Aug 13-16 2019: National Convention, Grapevine TX
- Sep 15 2019: Rural Carrier Remembrance Day
- Oct 12 2019: New Guarantee Year Begins
- Oct 14-20 2019: Steward Appreciation Week
- Nov 11-Dec 9 2019: OPM Open Season