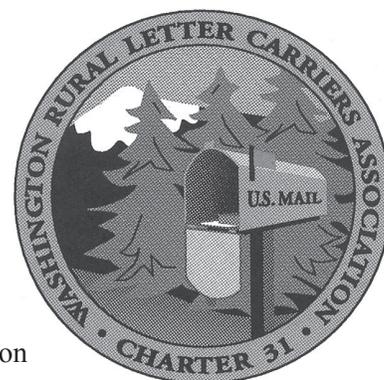


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

April 2008

Where Service Begins With a Smile

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Mail Count Results The Good and the Bad

National Level Mail Count Grievance Filed

NRLCA President Pitts submitted the following on behalf of all rural carriers;

Pursuant to Article 15, Section 4(D), of the parties' National Agreement, the Association submits this National Level grievance on the following dispute:

During the February 23 – March 7, 2008, National Mail Count, the Postal Service failed to ensure an even flow of mail on rural routes as required by Article 30, Section 1.A, Article 19 and Section 534 of Handbook PO-603, to the detriment and disadvantage of all bargaining unit employees. Rural routes experienced an unprecedented and substantial drop in the normal volume of rural route mail during the 2008 NMC for several reasons, including but not limited to, the Postal Service's failure to provide rural routes with dated and other mailings during the 12 working days of the count. The Association expressly reserves the right to modify and/or amend this grievance as additional facts are discovered through additional investigation and responses to information requests.

The entire text can be found on the NRLCA website. Go to www.NRLCA.org to obtain more information. If you haven't logged onto the website lately, you will need to re-establish your name and password.

Remember, **UNITED** we remain strong. Promote membership.

FREE SATURDAY PROVISIONS

Patricia Alexander
WARLCA President

Now that we know the results of the February 23-March 7, 2008, rural mail count, it is apparent that many rural routes have lost two or four or six or even ten hours of evaluation. Some of us will find that



our new evaluations will be J or H routes without options to be K routes. For others of us, with over three years as a regular rural carrier, the high option is available, and we will choose to be H or J routes for the higher pay for more days worked. You should know that your State Steward and your State President are both now J routes instead of K routes. Charles lost four hours of evaluation, and I lost five hours, and that is difficult for us, as we have been rural carriers for 30 years. Seniority counts for nothing during a mail count, as we know.

Let's try to look for a silver lining in this devastation. Those of us in the J and H route categories may avail ourselves of the Free Saturday Provisions that were enacted by Congress in 1947. These provisions allow J and H rural carriers to take leave for a week or more without being charged for the absence on Saturdays. The basic concept of Free Saturdays is that all rural carriers wishing to take off for an entire week will be charged the same amount of leave. Hence, rural carriers serving K routes can take off an entire week by just using 5 days of annual leave or 4 days in a week with a holiday, Congress in 1947 wanted to ensure that J and H route rural carriers who normally work 11 and 12 days in a pay period would not be charged with more leave than would be charged to the K route rural carriers who normally work 10 days in a pay period. The adjective "Free" was thus coined to describe the extra day or extra two days

in a pay period (for J and H routes respectively) that would not have to be taken as leave when the qualifying J and H route rural carriers requested leave for an entire week. In other words, the J and H rural carriers will be paid for the Free Saturdays and not have to use annual or sick leave to get the same amount of leave that a K route rural carrier would get when J and H route rural carriers take a week off.

In our National Agreement, under Article 10, Section 4. Saturday Leave:

- A. The approved absence on a Saturday of a regular rural carrier, substitute, or rural carrier associate in a leave earning capacity, which occurs within or at the beginning or end of a period of annual or sick leave, shall be **without charge to such leave or loss of compensation provided the appropriate leave balance on the Form 1223 (Earnings Statement) reflects at least 6 days of leave and the following conditions are met:**
1. There are more than 5 days of annual or sick leave within the period; or
 2. There are more than 4 days of annual or sick leave plus a holiday (see Article 11) within the period. If a holiday falls on Saturday, which is a scheduled work day, absence on the preceding Friday shall be without charge to leave. If the leave period is 4 days or less, absence on Friday shall be charged to leave.
 3. Interruption during the approved period of annual or sick leave by court leave due to circumstances beyond the employee's control shall not disqualify the carrier for coverage as provided in 1. or 2. above.

The maximum Free Saturdays within a pay period include the following:

- 6-day H routes may receive 2 free Saturdays within the pay period.
- 5.5 day J routes receive only 1 free Saturday per pay period.
- 5-day K routes do not receive free Saturdays. Since the K route rural carrier is a 5-day a week employee, one day of leave is charged for each day of leave taken. Therefore, the Free Saturday provisions are not applicable to K routes.

For the J route rural carrier with a Saturday relief day, the application is basically the same as for the 6-day a week carrier when the leave period is Saturday through Saturday. Regardless of whether the leave starts on the relief day or the non-relief day, five days of leave are charged. The non-relief Saturday is free, meaning that the rural carrier will be paid for this Saturday and not have to use annual or sick leave. The same principles still apply when J route rural carriers have mutually agreed with management to have non-Saturday relief days.

HOW PAYROLL DACA CODES AFFECT FREE SATURDAYS

Until February 2004, payroll DACA codes O and X would not cause rural carriers to lose free Saturdays. That is no longer the case. From February 2004 through the present, **the only DACA codes that will not cause the loss of free Saturdays are the following:**

- **DACA code A for Annual Leave**
- **DACA code S for Sick Leave**
- **DACA code D for Donated Leave**
- **DACA code 6 for Court Leave**
- **DACA code H for Holiday Leave**

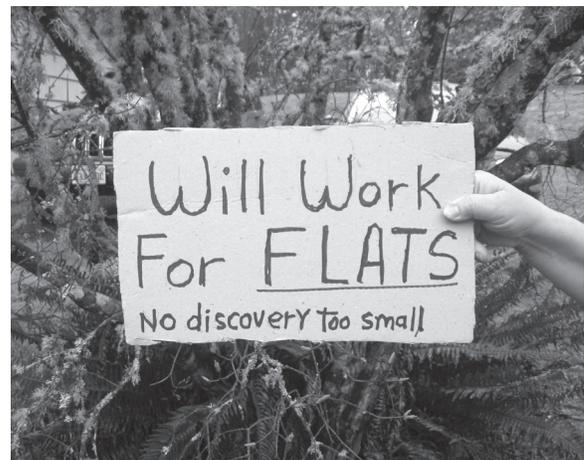
All other DACA codes will result in annual leave being charged for the Saturday(s) that otherwise would have been “free.”

If you need additional information, please refer to Handbook F-21, Time and Attendance, Part. 581.15. Thanks go to NRLCA Director of Steward Operations Ronnie Stutts for much of the information shared in this article.

I believe that this mail count was even worse than the 2002 mail count right after the Wells’ decision. Mail that was dated to be delivered during the mail count was rushed to our routes on the Friday before the mail count began. Then after the mail count ended, flats dated to be delivered during the mail count suddenly began showing up on our routes. In at least one office, telephone books that should have been delivered during the mail count were held, and the rural carriers had to deliver these telephone books the week after the mail count. In another office, mail dated for the mail count was on the dock, and management said that they did not have to give these flats to the rural carriers, as there were three dates on the flats, and one of the dates was after the mail count ended.

Needless to say, all this information has been reported to our National office, and it is not just our state that has experienced mail count problems. The loss of flat count was Nation-wide, and it may be the recession or even savvy mailers trying to hold down rate increases that caused the flats to almost disappear, because it seems that after the mail count ended, flats began appearing on our routes again.

Hang in there, and know that your State and National officers and stewards are working hard for you.



Sign seen on the way to the District 1 meeting, just after the first week of mail count

Enough is Enough

Patrick Pitts

WRLCA Vice President

The evaluated pay system established by the USPS and the NRLCA is unique in the Postal Service, in that rural carriers are not paid for an eight-hour day. Rather, each rural carrier is paid a particular annual salary arrived at through mathematical calculations based on the mail volume handled, daily miles traveled, the number and type of boxes served, and fixed or variable time allowances. A count of mail is physically counting and recording, at specified times, the number of pieces of mail delivered, collected, or handled on rural routes. Mail counts are used to assemble data that provides the basis for individual route evaluations.



The principle underlying the count is that the same mail flow conditions prevail during the count period that are normally in effect the rest of the year. Because the “Table of Evaluated Hours for Regular Rural Routes” equates various ranges of route “Standard Hours” into “Evaluated Hours” even one minute plus or minus in a route’s total hours and minutes per week (“Standard Hours”) can make the difference between a higher or lower “Evaluated Hours” pay category for the regular carrier on that particular route. Once an evaluated salary is established for the route, a rural carrier is paid that same salary every pay period until the route is again evaluated, regardless of whether the daily, weekly or monthly work load for that particular route is above or below the standard hours measured during the governing mail count. In short, irrespective of whether rural route casing and delivery takes less time or more time on any given day, week to week, or month to month, the rural carrier is paid on the basis of the annual salary set by the results of the most recent mail count of that particular route. {The relief employee is compensated based on the evaluation of the regular

or auxiliary route served when they work up to 40 hours per week.}

The mail count is a real-time process of Postal Service managers and supervisors physically counting, timing, measuring, and recording some 32 different “elements” of rural route job functions performed by the rural carrier during a representative two to four-week period. Some of the job elements are measured by a simple whole number count of how many times an action is performed, others are measured by the actual amount of time expended performing the action, others are measured by size or dimension of “mail piece” objects and some are assigned a previously negotiated time value for each occurrence. At the conclusion of the rural mail count period, the data for each route are assembled, various formulae are applied and the route value for pay purposes is determined by calculations utilizing the standard allowances and actual time credits. This process, a mail count, produces an established salary for each rural route. Accuracy is of such import during a mail count that variable time allowances are timed using stopwatches or other time recording devices and recorded to the second.

It is not open to debate that Chapter 5 of Handbook PO-603, Rural Carrier Duties and Responsibilities, devoted exclusively to the conduct of rural mail counts and the establishment of rural route evaluations, comes under the terms of Article 19 of the National Agreement. PO-603, Sections 531.1 and 533.2 emphasize that both rural carriers and postal managers should “ensure accuracy of mail count data” and “ensure that mail counts are properly conducted and that data is accurately recorded.” Other Postal Service manuals, including the M-38, Management of Rural Delivery Services, and its predecessor, the M-37, similarly discuss the requirements of propriety, fairness and accuracy in mail count procedures. It should be self-evident that utmost accuracy in measuring and recording the actual hours and minutes, as well as the remainder of the 32 elements comprising a rural route evaluation is critically important to the Postal Service, the Association, and the individual rural

carrier. It would be hard to overstate the significance to all concerned of an accurate mail count since its results establish both the compensation for each rural carrier and the Postal Service's fixed labor cost for operating rural delivery service.

The mail count should be a fair, objective, open and transparent real-time "freeze-frame" or "snapshot" recording of workload elements during the days of the count period. There should be no attempt, by either the Postal Service or the rural carrier, to influence the count data to the detriment of the other.

In April, 1999, a memorandum was distributed from then Acting Manager-Delivery Policies and Programs W. J. Bothwell to all Area and District Delivery and Operations Program Support Managers. The referenced memorandum reads in relevant part **"The count period is established to be a period where the parties can expect normal mail volume affected only by the mailers and our customers. The mission of the Postal Service with respect to a normal rural mail count is to count, case, and deliver the mail, not to add to or take away from the volume by contrived schemes."** Another 1999 memorandum distributed across the Western Area states in relevant part, **"... the purpose of the count is not to decrease the cost of rural delivery, but to provide a fair and accurate evaluation of each rural route being counted. This evaluation process is the very heart of the generally good relationship we have forged with our rural carriers."** That same memo goes on to state **"... I ask you to remind your managers that the count is to provide a fair and accurate evaluation of work performed by our rural carrier's. It establishes the cost of rural delivery but it also establishes each rural carrier's pay. It is in the best interest of both the USPS and the NRLCA to complete the count as fairly, honestly, and accurately as possible."**

The forgoing amply demonstrates a mutually accepted understanding that all persons must refrain absolutely from "gaming the count" i.e., from interfering with or attempting to interfere

with the objective conduct of the mail count and/or from manipulating or attempting to manipulate any particular element of the count.

There are reports from the most recent mail count of mail-matter, with specific customer requested delivery dates, being improperly placed in the mail-stream in advance of those customer requested delivery dates, and in advance of the mail-count. This action reduces the amount of mail actually received by individual routes during the mail count period so that a full, fair and accurate evaluation of work performed by the rural carrier cannot be obtained. There are also reports of mail-matter, with specific customer requested delivery dates which fell within the mail count period being received after the mail count period, also to the detriment of rural carriers.

There are reports of "No Record" mail being intercepted prior to distribution to the respective carrier for proper disposition solely for the purpose of reducing the amount of Mark-up credit associated with these mail-pieces. Additionally, reports of a sudden and mysterious reduction of receipt of the 3982 labels (the driving factor in Change of Address credit due the carrier) during the mail count period have also been received. These are only a few of the issues which have been noted during the most recent mail count. The list goes on and the issues are too numerous to detail here. It is for this reason I applaud our Association President, Donnie Pitts, for filing a National Level grievance related to the Postal Services' conduct of the 2008 mail count. I call on all rural carriers in Washington to bring to the attention of our State Steward information regarding any indications of improper conduct on the part of the Postal Service related to the 2008 mail count.

It is factual that the Postal Service has taken improper action in the past related to mail counts; and the appearance of impropriety rears its ugly head once again. Unless the Postal Service can assure rural carriers that mail counts can be conducted fairly, that the principle of "it is what it is" can be observed by managers at every level, that

a full, fair and accurate evaluation can be obtained, that the mission of the Postal Service with respect to a normal rural mail count is to count, case, and deliver the mail, not to add to or take away from the volume by contrived schemes, we will have no choice as a craft but to abandon the evaluated method of compensation and require the Postal Service to place us “on the clock.”

With that being said, and with a full understanding of the intricacies related to a transition from the evaluated system to that of an hourly employee, it is my personal preference that the evaluated method of compensation be salvaged. But only if I can be assured that every rural carrier will be treated fairly by our employer, that mail counts will be conducted with honesty and integrity, that the sole purpose of the mail count is to ensure a complete, full, fair and accurate accounting of duties performed by rural carriers so that a full, fair and accurate level of evaluated compensation be applied to the performance of those duties.

It is time. Enough is enough. We, the members of the Washington Rural Carriers’ Association must stand united. We must link arms and insist we be treated with dignity, respect and fairness. In the face of adversity we must state unequivocally and with one voice that WE ARE the United States Postal Service along with the other craft members who keep the nation’s mail moving. We bring value, experience and professionalism to the table and we DEMAND we be treated accordingly.

Yours in service,

Patrick Pitts
Vice President - WARLCA

(Portions of this article were obtained from the 2002 Mail Count Arbitration Decision of National Arbitrator Dana Edward Eischen dated May 15, 2006)

News from Becky

Becky Wendlandt
WRLCA Secretary



I guess I am one of the lucky carriers (yes lucky, because the mail count is the same as throwing dice in Vegas) because my route only went down 3 hours. True, I had a few less parcels, a few less flats, a few less letters and a little more DPS. True, I had lots less markups by going to the bundle system, but about the same number of change of address. So some would say it was accurate going down based on that information. However, the truth is what was once considered a parcel is now a flat, what was once considered a flat is now a letter. While once a majority of parcels fit in a mail box they are now too big and have to be taken to the door. So I am doing the same work, taking the same hours, and getting paid three hours less. Way to go Postal Service, you have taken my 3 hours to give to the PMG who got a 38% raise. And it can help pay for when the USPS wasted \$17.8 million flying mail on FedEx Planes (according to the Office of Inspector General).

OIG: USPS Wasted \$17.8 Million Flying Mail On FedEx Planes (PDF) - OIG concluded that “the Pacific Area incurred about \$17.8 million in unnecessary costs because they used expensive FedEx transportation to move mail that could have been moved on low-priced surface transportation or on less costly passenger airlines. The Postal Service also paid FedEx to sort mail when they could have avoided those costs by sorting the mail or properly preparing it for transport before giving it to FedEx.”

What Can We Do? It is not too early to be thinking about what **resolutions** you would like to present at your upcoming county meeting. Your County Secretary will have the form at the meeting, but bring your ideas in writing so that it can be discussed and voted on. This is the grass roots

of how you get your thoughts and concerns to be discussed and voted on at National Convention. If it is important to you, it probably is important to other members too, but somebody has to start the process by submitting the resolution. Why not YOU?

State Convention: WHAT IS YOUR VOTE WORTH? Priceless - the same as each and every one of your fellow county members, board members, and stewards! ALL county credentialed delegates get paid the same rate for mileage and the same convention allowance, no matter if you are a relief carrier (RCA), regular carrier, or retired carrier.

Here are your duties as a credentialed county delegate to State Convention:

- Specific assignments to a committee as notified by the State President.
- Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

So, if you can attend all 3 days of State Convention, then make sure you attend your county meeting and ask to have your name on the ballot for State Convention delegate!

You are also welcome to attend any day or part of the convention; however unfortunately, you will not receive reimbursement for it.

National Convention Delegates: The National Convention delegate nomination form will be in the February issue through the May issue of the National paper. All you need to have your name on the ballot is to complete this nomination form and mail it to the State Secretary. I will acknowledge the receipt of your nomination form with a returned postcard. **If you have not gotten a return postcard from me by 2 weeks after you sent me your nomination form, please call to verify if I have received it. Otherwise your name might not be on the ballot.**

State Convention 2008

Becky Pike

District 1 Representative

Have you made your plans for attending our state convention on June 23 –25 at Homestead Farms in Lynden? The room block for Washington Rural Letter Carriers will be held until May 23rd. Call 360 354 1196 ext 6 now to reserve your room.



Sunday the 22nd will be a full day of enhancement training for stewards and all those interested in learning more about their job. At 6 in the evening we'll gather at the city park for visiting and a barbeque. The family will enjoy this time, especially for the younger ones who can romp around the park and play on the great play equipment.

I'm looking forward to seeing those who have attended before and welcome all those who have not been to a convention. Ask those in your office to join you at this year's convention. Remember those who attend meetings are the ones whose voice is heard and we vote on changes we want to see implemented in our job.

See you in June!

Retirees!!!!

Please note: OPM did not take out union dues for April. OPM will send you a letter saying that there is a change in your union deduction, however the change is that no dues were taken out. You are still a member in good standing. In May, both month's dues will come out (\$5.42 each month, total \$10.84). Rural Carrier Health Insurance knows that you are a member in good standing for April and May and your health insurance is not affected.

Where's the Service?

Joanne Blackburn
District 2 Representative

Most carriers take pride in serving their customers with the best service possible. But as time marches on, it seems to me that the Postal Service cares less about the service to the public. Has the USPS forgotten that the customer is the one we work for? There are long lines at the clerk windows because of budget cuts, now they are working on us. Is budget cutting the top priority? It seems to me it's the first and foremost on their minds.



When will the Postal Service realize that we need to work together? Have they forgotten that customer service is a goal? We all work hard for the USPS and we need to go the extra mile for our customers. Rural carriers work hard to be the best they can be, one letter at a time.

Please drive and work in a safe manner.

'To Grieve or Not to Grieve'

Cheri Freeman
District 3 Representative

Ok – you made a mistake. Maybe a minor mistake, but now your manager wants you to come into their office and talk about it. You know you did it so you don't ask for a steward to be with you. What can happen? It wasn't that big of a deal. A few days later you



have a Letter of Warning, but you don't talk to a steward nor do you file a grievance. After all, you did it and it's just a Letter of Warning. That's not a big deal, right?

WRONG!!!!

In just the last few months I have had several members receive 7-Day Suspensions and I never knew they had a previous Letter of Warning in their file. When I called the carriers every one of them told me that they didn't think it was worth the trouble to call me before the Investigative Interview and when they received the LOW they shrugged and figured they'd take what they thought was a slap on the wrist. Now they've had another incident and it too may have been minor – but now they have a 7-Day Suspension and they're worried because this sounds much more serious. And they're right to be nervous. Progressive discipline can lead to **Removal**. All discipline should be grieved. In many cases your steward can get the Letter of Warning reduced to a shorter length of time for it to remain in your file, thus shortening the time you are in peril if you have another incident. In most of the cases where the carriers received the 7-Day Suspension, the previous LOW was of the nature that if it had been grieved and reduced, it would probably have been pulled from their file by the time they had a second incidence. If the initial LOW is not citable management cannot move up to the more serious level of discipline. Your Union dues have paid for the right to be represented when you face management. Our stewards are trained to do their best for you, but you have to contact us and let us know you need us.

In other words:

- Always ask a steward to be present if management wants to talk to you and it could lead to discipline.
- Always grieve discipline!

Cheri Freeman
Assistant State Steward WARLCA

**FEBRUARY 2, 4, 5, 2008 MINUTES
FROM WARLCA BOARD MEETING**

Silverdale Beach Resort, Silverdale, WA

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, Vice President (February 4-5); Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Dan Schrup, Retired Carrier; and Charles Alexander, State Steward

AGENDA:

**Review Duties of State Steward
Positive Go Around, and Review Agenda
President's Remarks
Ground Rules
Board Policy
Correspondence
WARLCA Constitution and Bylaws Revision
Minutes
Planning Meetings' Date, Time, and Place for the Year
Secretary-Treasurer's Update and Budget for 07/08
WRC
2008 State Convention - Lynden
2009 State Convention - Spokane
2010 State Convention - Spokane
Steward Program Update
2010 National Convention - Spokane
DJSC's - Seattle, Spokane, and Portland
Next Board Meeting Date and Place
Evaluation**

President Patricia called the meeting to order at 9 AM on February 2, 2008.

Review Duties of State Steward:

With Charles retiring in November the board took time to review the duties of the State Steward and allocate an estimate percentage of time to each duty. Charles explained that each person has their way of doing the job and might approach it differently. Charles' philosophy of leadership is as a team leader, with listener being a huge part of his role. Also he sees his position as facilitator and enabler, empowering the assistants to form a team. He hopes the assistants would then use that

model for the local stewards. Charles has encouraged the assistants to network with each other and also gives responsibility to them, as well as believing in them and their skills.

Administrative Duties:

1. National Contacts requesting information and forms (5%)
 - A. Central clearing house
 - B. Needs to know what each assistant is working on – communications
 - C. Direct craft to go through the proper channels (local – assistant)
 - D. Read what National sends
2. Handle problems with local and assistants (15%)
 - A. His job to solve problem even if it means having the steward step down.
 - B. Buck stops at State Steward
3. Keeping up the database (10%)
 - A. New grievance tracking system soon coming out will require more time.
4. Step 3 appeals (15%)
 - A. Review, organizes, and teaches. Evolving process- last 4 months had 10 total that take one day each.
5. Vouchers – do own and approve local (5%)
6. E-Mails and Correspondence (20%)
 - A. Central clearing house from assistants, sometimes local
 - B. Research
 - C. Board correspondences
 - D. Decertification
 - E. Sending out reference E mails (might not expect the next person to do as much)
7. Keeping records (5%)
 - A. Use to be files, now on computer if possible (scanning a lot)
8. Board meetings and trainings in State (5%)
9. Training and Attending Training at National (5%)
10. Keeping up with technical part of the job (5%)
11. Keeping contacts with District (5%)
 - A. Reinforce assistants main contact but still need to be in loop
 - B. Contacts with Personnel
12. Get involved with Grievance Process on local level 1 to 2 times a year (5%)

The board then interviewed two applicants for the “State

Steward Designee” once Charles retires in November 2008. President Patricia will contact National with the results. The State Steward Designee has to complete a National training and pass the test before becoming State Steward. Once this is done, National will allow the WARLCA to notify the members of the new “State Steward Designee”.

President’s Remarks:

NJSC: Patricia informed the board that the next meeting for the NJSC is February 29, 2008. They have not met since July 2007 because of negotiations. They are working on safety.

National Constitution and Bylaws Committee: The committee is reviewing each State’s Constitution and Bylaws to make sure it is in compliance with National’s, IRS, and DOL.

Ground Rules:

Reading of the ground rules was waived by consensus.

Board Policy:

The board reviewed the board policy and updated it as follows:

Under Campaigning: Change number two to read “Campaigning in the “Washington Rural Carrier” will be unedited, limited to maximum 250 words, text only, and may be modified by the Editor to fit the paper’s format.”

Under Board Representation at County Meetings: Change number two to read “District Representatives are encouraged to attend each county meeting in their District, and will receive round trip mileage when attending. District Representatives (or their State-level designee) must attend each annual county meeting in their District. District Representatives are not required to attend any county meetings outside their District unless designated to do so by the Board. For attending the counties Annual meeting in their District, except for their own county, District Representatives (or their state-level designee) will be reimbursed a stipend of \$100 plus round trip mileage or ADOP if total time expenditure is over 12 hours plus round trip mileage. District Representatives or their designee are to send to the Board members an E-mail overview of the county meetings they attend within one week following the meeting.”

Under Board Representation at County Meetings:

Change number four to read “County officers shall have the right to request a state level steward be in attendance at any regularly scheduled county meeting. Such request shall be made, in writing (e-mail acceptable) to the State President.”

Under Board Representation at County Meetings: New number five to read “One State Level Steward, as directed by the State President, is authorized to attend each county meeting and will be reimbursed mileage, and ADOP/overnight stay/per diem if necessary.”

Under Board Meetings: Change number three to read “Any board member who is retired from USPS will receive \$50 a day stipend for travel and attendance at each board meeting in addition to the other authorized board expenses.”

Under 2010 National Convention: Add new number 2 and 3 to read “2. The board authorizes transfer of \$250 from the WARLCA 2010 National Convention APCU bank account to the WARLCA APCU Savings Account for each day of ADOP used in planning and preparation for the 2010 National Convention as authorized by the board.

3. The board authorizes transfer of money from the WARLCA 2010 National Convention APCU bank account to the WARLCA APCU Savings Account equal to the vouchered reimbursement of expenses used by the WARLCA in planning and preparation for the 2010 National convention.”

Correspondence:

1. Patricia reported that she got an E mail from a member and gave them the new National OWCP representative’s name and number.
2. Patricia wrote all the carriers and PM of the Carnation office with condolences for Judy Anderson’s death.
3. Patricia has sent the invitations for speakers at the 2008 State Convention to Seattle District Manager Harold Matz, Seattle District Workplace Improvement Analyst David Picard, and request for a National Officer.
4. Notification that Anthony Vilardo is the new NRLCA Pac Leader.

Discussion on EAP representatives for each District.

WARLCA Constitution and Bylaws Revision:

The board discussed the WARLCA Suggested revision by Tony Lott (thanks Tony) that Patricia had mailed to all board members.

Minutes:

The minutes from the October 23-25, 2007 board meeting were reviewed and approved, with each task being read and the results reported.

Planning Meetings' Date, Time, and Place for the Year:

The following dates and locations were selected for the 07-08 year:

District Meetings:

District One: Monroe PUD, 120 E Fremont, Monroe, WA, On Sunday, March 2, 2008 from 1 PM to 4 PM.

District Two: Silverdale Beach Hotel, 3072 NW Bucklin Hill Rd, Silverdale, WA on Sunday, February 3, 2008 from 1:30 PM to 4 PM, Enhancement Training from 9 AM to 12:30 PM.

District Three and Four: (Combined): April 6, 2008 (Sunday) from 1 PM to 5 PM at Shilo Inn, 50 Comcast St, Richland WA. Enhancement training from 9 AM to 12:30 PM

Board Meetings:

April 7, 8, 9th, 2008: Next board meeting is scheduled (9AM to 6 PM-full days) on April 7th and 8th, meeting half day on April 9th with travel in the afternoon with travel day April 9th.

June 21st, 2008: In conjunction with State Convention. The board to travel June 20th, meet full day June 21st (No ADOP to travel home)

Combined Training for President, Secretary-Treasurer, and State Steward on March 24, 25, 26, 27, 28th 2008 in Washington, D.C.**2008 Western States Conference in Phoenix, AZ on April 24, 25, 26th, 2008:**

The board reached consensus to allocate \$1,000 to equally divide among all members who go to Western States Conference on April 24, 25, and 26th, 2008 in Phoenix AZ, and attend all speaking/business sessions (they do not have to attend social or banquets to be eligible for funds)

Secretary-Treasurer's Update and Budget for 07/08:

Membership: We have hit an all time high of 1952 members before the bi-weekly separations. However, at our October 2007 board meeting we were at 1939 so we are making headway. It was the BEST opportunity that I can remember since reliefs went on dues withholding to send a mailing with the mail count settlement. We contacted all non members twice, once with a postcard, then following up with a letter/dues form/envelope. We also sent letters to all craft members with the district meeting notice/mail count notice/state convention registration/settlement amount and included a bold paragraph asking them to recruit too.

Financial: The board reviewed the vouchers for the 2nd quarter of 07/08 year. The board also reviewed the CPA's financial statement and our own 7 month financial statement. We ended 2007 calendar year at 1041 days of ADOP compared to last year total of 953 days of ADOP. For 07/08 year we are at 604 days ADOP compared to 513 ADOP SPLY (same period last year). This included 6 days of ADOP for 2010 National Convention Planning. Membership applications have been made for 08/09 year and relief carrier dues will go up 12 cents per pay period and regular carrier dues will go up 39 cents per pay period. Retired dues will not be going up.

WRC:

The board set the following dates for the last issue of the WRC as well as updated the board policy on campaign notices. Susie suggested that the mailings of the 3 issues of the WRC be more evenly spaced next year.

3rd Issue: To the printer by April 1st, articles due March 20th. This will have State Convention registration, hotel information, board minutes, financial statement, new members, campaign notices, officer articles, deceased members, photo and bio of national speaker, state convention program, and member of the year forms. Some other suggestions are picture of the State with the District Lines and/or County Lines, notice asking for recipes for 2010 Cookbook, listing of past State Convention locations, listing of past members of the year.

2008 State Convention – Lynden:

We have a signed contract with Homestead Farms Golf Resort and Convention Center in Lynden, WA. They have 30 rooms in the hotel, plus 6 Great Links Lodge condos, so we would be their only guest during this

time. Cost is \$74 single/double farmhouse std and \$89 single/double farmhouse deluxe. The Great Links Lodge Condos are \$129 single/double. All have \$2 resort fees per night. Dates are:

Friday 6/20/08: 5 rooms held in Great Links

Saturday 6/21/08: 14 rooms held. Board meeting all day

Sunday 6/22/08: 36 rooms held. Steward Training all day

Monday 6/23/08: 36 rooms held. Convention Starts, Officers Training in Evening

Tuesday 6/24/08: 36 rooms held. Convention 2nd day, Association Banquet in Evening

Wednesday 6/25/08: no rooms held. Last day of convention..

Room reservation deadline is 5/23/08. We need to meet 50% of the rooms blocked (minimum 60 rooms). If juniors are eating at the hotel for their banquet, they need a head count ahead of time. Joe and Becky Pike will need to coordinate junior functions at the hotel. Overflow hotel is the Windmill in downtown Lynden. The board reached consensus to invite District Manager Harold Matz and the Lynden PM for a short welcome. Don Cantriel will be our National Officer at 2008 State Convention.

Phone number for Homestead Farms: 1-800-354-1196
www.homesteadfarmsgolf.com

2009 State Convention – Spokane:

The delegates voted to come to Spokane in 2009 and 2010 so the contract was signed with the Red Lion Hotel at the Park. Dates will be June 20, 2009, Saturday for full day board meeting, June 21, Sunday, for steward training, Convention starts Monday, June 22 and goes to Wednesday, June 24th 2009, (however June 25th set aside in case 2010 committees want to meet). Room rates will be set one year before. Currently the rates are Single/Double \$92.95 and Triple/Quad \$112.95 plus taxes (maybe 4% to 6% increase). One executive suite at single rate for committee/training is blocked. Block of 89 total rooms needed, (can not go under 20% without penalty). Also, one comp room for every 50 room nights. May 20, 2009 is the cut off date. Reservations can be made at 1-800-Red Lion. Meeting room rental will be waived if we meet 80% of the room block and \$3,500 minimum food and beverage.

The District 4 Representative will be the chair and be responsible for door prizes and deciding on menus.

Becky and Cheri checked into a banquet held at the Rockin B Ranch (which could also be used for 2010 National Convention tours), and they will follow up

on it.

2010 State Convention – Spokane:

Dates will be June 19, 2010, Saturday for full day board meeting, June 20, Sunday, for steward training, and convention will start June 21, Monday through June 23. June 24 has also been set aside for 2010 Committee meetings. Same contract as 2009 with the Red Lion Hotel at the Park (also the main hotel for 2010 National Convention)

The District 2 Representative will be the chair and be responsible for door prizes and deciding on menus.

Steward Program Update:

Grievance Update: Charles updated the board on the grievance totals. So far this year he had 18 step 3 appeals in the first 7 months compared to total of 15 step appeals for all of year 2006/2007. There are many more grievances other than step 3's. Many resolved at step one and step two. Much is happening again in the Seattle District.

Appointments to FSS Committees: Every district gets 2 craft and 2 management members to be on this Committee. Committee is supposed to turn in their recommendations by March 1 to the area level. Spokane craft are Brian Draper and Joyce Patteson. Seattle craft are Patrick and Charles. Portland craft are Monte and Roy.

Enhancement Training: The enhancement training with District Two went extremely well, thanks to Patrick. The next training will be at the District 3/4 meeting. Consensus to reimburse local stewards \$150 for 1st enhancement full session training (required) and nothing for any additional training.

Mail Count Schools: All mail count schools locations have been set up and all members were notified. Non members were invited to attend but must join at the door. Note: Charles notified the board on Feb 12 that a total of 413 attended the February 10 mail count schools and 16 new members were signed up at the 5 mail count trainings. Two more trainings will be conducted February 17th.

Windows Home Server: Charles reported that windows home server would cost \$200 or less and he suggested using it to network for when he retire.

Future Assistant State Steward Trainings: The board discussed the positive results of the assistant state steward summit. Suggestions for future trainings is to call it training, not retreat, and plan full day trainings

with the board meeting with the stewards for a one day joint training. Also suggestion to have two trainings a year, one in conjunction with National's area training. State Level Steward Assignments: Discussion on the alignment of state level stewards in the Seattle District, and also when Charles retires. More discussion scheduled at the next board meeting.

2010 National Convention – Spokane:

Becky Pike, Susie, Cheri and Becky W had a pre-convention 3 day planning at Becky W's house. Notes were sent to all board members on the meeting with Spokane Convention Bureau and Rick at Carlson Travel. Also the committees' job descriptions and chairs were created and given to the board to review.

DJSC's – Seattle, Spokane, and Portland:

Seattle DJSC: Renee' will be the co-chair starting in April. Patrick reported that the Seattle DSJC is working on their Ad Hoc sites and that PEDC is no longer managing the ad hoc sites. Becky updated the board on Seattle workteams and the need for facilitators in specific areas.

Spokane DJSC: Cheri updated the board on the Spokane DJSC projects of taking DPS to the street in a left hand drive safely and mentoring new hires. Cheri said with the mentor project they are seeing the retention rate going up to 80% from 50%.

Portland DJSC: Patricia said she gets the Portland DJSC minutes and has put them in the boards' folders. Patricia said the next time there is an opening on the DJSC that Washington should have the next appointment.

Next Board Meeting Date and Place:

April 7, 8, and 9, 2008 in conjunction with the District 3/4 Meeting. The board will travel April 6th, meet full day April 7, 8, and half day April 9th, and travel afternoon April 9th.

Respectfully Submitted,
Becky Wendlandt

PAC INCENTIVE PRIZES! JOIN THE FUN!

Heading into the final quarter of our 2007-2008 PAC Year, we're excited to offer not one, but TWO PAC Incentive packages to encourage you, our members, to help contribute to Washington State's highest PAC totals ever!

First, for every \$20 in PAC contributions this year, your name will be entered into a random drawing for a **\$100** Visa gift card. Wow! The more you contribute, the better your chances of winning!

Secondly, not one, not two, but THREE signed & framed 16"x20" original Eagle and Hawk photos by your very own State Steward, Charles Alexander, will be given away by random drawing to three lucky PAC contributors! The drawing will be held at the 2008 State Convention, June 25 in Lynden, WA. You will receive one ticket for every \$5 in PAC contributions you make! Again, the more you contribute, the better your chances of winning! See page 23 for an eagle catching a salmon photo.

Contributions can be made at your County meetings, or you can mail your check made out to **NRLCA PAC** to your PAC Chair, Susie Hill, at PO Box 93 Vashon, WA 98070-0093.

Please help your PAC in their efforts to educate and gain the support of members of Congress for the legislative issues affecting you, as rural carriers. CDS, changes to FERS sick leave at retirement and the way EMA is figured are several concerns being promoted Your contributions are greatly appreciated.

Insurance Plans Open Enrollment Periods

The open enrollment period for the NRLCA Long-Term Disability Income Plan for regular and PTF rural letter carrier members who live in the states that are part of the Eastern States, Western States and Mid-States Conferences will begin on April 15 and end on May 31. To request complete information on the Disability Plan, including an application, please complete and mail the postcard in the January issue of *The National Rural Letter Carrier* or call or email Bill Judge & Associate at (800) 606-1071 or wmjudge@comcast.net. Don't miss out on the only opportunity to enroll in the Disability Plan this year!

The open enrollment period for the NRLCA Leave Replacement Health Plan is May 1-June 15. Visit the NRLCA website for details or call 1-877-817-4805 for an enrollment kit.

National Delegate Ballots Will be in Your Mailbox Soon!!

Daniel N. Schrup

As your Retired Rural Carrier Representative as well as a past delegate to the National Rural Letter Carriers' Convention I would like to urge all of you to take the time to make sure you vote your ballot. Your vote will determine YOUR representatives at the National Convention; they will serve as your voice on all issues - elections, constitution and by-law changes, and resolutions – that come before the delegates. As a retired carrier I can tell you that in my own opinion; retired carriers should not be representing



you as a delegate to the National Convention of the NRLCA.

As I recall past ballots have only garnered a response from approximately a little less than one quarter of eligible voters. You need to take this responsibility seriously and take the time to vote that ballot. If you feel that there are names on the ballot that you do not know well enough to determine their stand on issues of concern to you, contact that person and ask why you should vote for them. Become informed; cast your ballot only for those delegates that you feel are dedicated to serving the members of the WARLCA and the NRLCA.

Become involved; take the time to vote your ballot, your choice of delegates you elect to represent the WARLCA at the convention will impact you as a carrier.

DECISIONS, DECISIONS...Or, How Did I End Up Here?

Joyce Patteson

Senior Assistant State Steward

Have you ever received discipline and then had to choose between management's offer that you "couldn't refuse," and the end of your postal career? Have you ever been approached by management and been asked to make a deal when you knew you shouldn't, and did it anyway only to regret that decision?

Every day we have decisions to make—both at work and in our daily life. When we are required to make these choices, we shouldn't make them lightly. For every decision we make, there are consequences and while some of them will be good, some of them will not. The problem lies in the fact that we usually don't take enough time to really think things through and fail to think about the "What ifs..." Some decisions don't require a lot of thought, such as what to have for breakfast,

but even then once the decision is made, you're stuck with the oatmeal when the omelet at the table next to you looks more appealing.

On a daily basis, we make decisions that may affect our job. Again, some of them may seem fairly simple such as what to wear, but even then, we are required by the PO-603 to reflect a "neat, clean, and professional appearance" that reflects a positive postal image. Look around you. Do all of us really present that professional 'spark' on a daily basis? What seems like a simple decision may turn out to be just the opposite. After all, I doubt that any one of us hasn't turned to someone else at some time or another and asked "How do I look?"

The point of all of this is that we have to be accountable and take responsibility for our decisions and/or our actions. We must seek advice and counsel from someone else when the decision seems too large to make on our own. One thing we must never do is make a decision on the spur of the moment and think that if it turns out to be wrong, someone else can fix it.

Some of the toughest decisions we may be faced with are at what seems to be the lowest point in our career. Perhaps you had an accident and management threatened you with removal. You're already feeling bad just because the accident happened, and now management is there telling you that you are going to lose your job. It doesn't matter that there was no damage to anything but your personal property. According to management, you were lucky! After all, there could have been a child in the path of your vehicle as it slid into that ditch. Now you feel terrible—and all alone. There's no Local Steward in the office and the other carriers are already gone for the day. There's just you, your manager, and the accident report.

But, wait! Management says they can save the day! They offer to allow you to continue working for the Postal Service if only you will sign this paper. Don't worry—it's just a last chance agreement. You'll simply have to live with these rules for a period of two years, but you'll be able to keep your job. It doesn't matter that most of the rules have absolutely nothing to do with your accident. It's alright—you'll be able to come to work on time for the next two years. You'll be able to stay well

and not have to call in sick for the next two years.

No problem, right? Wrong!

Management may even have another option to save the day. Perhaps you can just resign and they'll give you a neutral reference. In fact, they may give you a couple hundred dollars if you resign. That's better than going through the humiliation of the removal process, isn't it? Wrong!

Imagine for a moment that you went to work in your privately-owned route vehicle and forgot to lock it. Of course, we are going to have to pretend because you would never do that! What if management decided to inspect the vehicles while you were casing mail? Let's add that you were in a hurry the prior afternoon because of a scheduled appointment and didn't thoroughly check your vehicle for undelivered mail. Well, since the vehicle isn't locked, management has the right to open your vehicle for inspection without your presence. He found mail—perhaps 10 pieces of first class that had fallen slightly under your front seat. You don't get along with management anyway as a general rule, and now there's mail in your car!

At this point, he has to follow procedure and contact the Office of Inspector General because you have undelivered mail in your indirect possession and it's all addressed to customers on your route. The special agents come in, take you into the office, grill you for what seems like hours, and beat you down so low you finally sign a statement admitting 'guilt'. Then they give you the final hook and tell you that if you resign, there will be no prosecution. What's wrong with this picture? I'll tell you one thing that's very wrong. **No one** can give you a guarantee of no prosecution except the Federal Prosecutor!

Okay, let's put the scare tactics aside. While the above scenarios happen, they aren't the focus of the message I'm trying to convey. The bottom line is; never sign on the dotted line unless you're ready to suffer the consequences and take responsibility for your decision. When something is too good to be true, it usually is. When someone makes promises they may not be able to keep—even if they think they're acting in good faith, they may not actually be in a position to make those promises. When someone tells you they need your decision now,

the deal is usually not in your best interests. The penalties of acting hastily may be too great. When the deal is legitimate, the decision can wait at least long enough for you to seek advice.

If a salesman were to tell you that they need you to buy this car now(!), it won't be around tomorrow, and they'll get fired if they don't make the sale, what would you do? You'd probably be suspicious, tell the salesman that you're not prepared to make that decision right now, and that you're going to think about it—that is, unless you really want that car and you can't think of anything else. Even then, you may know there are laws that protect you for a period of 72 hours where you can legally change your mind. You have 72 hours to seek advice and change your mind even though you've entered into an agreement that will change your life. The problem may be that you don't really know you have that law to protect you and you may decide a week later that you really can't afford the \$500 per month this vehicle will cost you for the next 6 years. Sorry!! There are now no laws that protect you.

Never make a deal with management if you're not prepared to suffer the consequences. There may be nothing to protect you, and even if there are regulations that may apply, the longer the period of time that passes between the deal going down and the time you realize there may be too much at stake, it may be too late. If management wants you to make a deal that will affect your life, don't risk it unless you're willing to stand by your decision. If management is sincere, and the deal has legitimacy, they won't mind if you want to seek advice—in fact, they'll usually encourage it. If the decision has to be made “right now,” turn around and run as fast as you can to the nearest phone to seek advice from your Union representative because I guarantee there is something wrong with the deal management is offering. Usually when this happens, it's because they themselves have already made a decision that had a negative impact on their life and now they want to use you to bail them out.

We know the National Agreement is a document we are theoretically bound by as rural carriers, as are managers of rural carriers. We also know the conditions of that agreement are often subject

to interpretation. We probably don't know that language might exist in an arbitration, Step 4 grievance settlement, or other handbook or postal manual that takes away some of that interpretation and gives clarity to the relevant language. That's precisely why we need to seek advice.

A higher-level Union official may be aware of precedent-setting agreements that might allow management to offer the deal you've agreed to when you may think that, technically, it's against the National Agreement. Even if there are no applicable precedents, if enough time has passed prior to you finally seeking help, there may be nothing the Union can do to salvage the situation. Even if you felt pressured into making the agreement, or were even given a direct order, you still could have sought help and had likelihood of success to nullify the agreement in which you entered. Once the original 14-day period in which to initiate a grievance has passed, it's probably too late. Sometimes there are extenuating circumstances where it could be a longer period of time, but the longer you wait, the less the chance that the Union will be able to do something about it.

At some point, you need to be willing to stand up and take responsibility for yourself because you signed on the dotted line without seeking advice either before or after, and in the end the only person you can blame for your mistake is yourself—not your fellow carriers, and especially not your Union.

If a Union official happens to become aware of the situation and knows there are potential unfavorable consequences, he or she will consult with your local representative, you, or a fellow carrier with direct involvement to inquire as to why the agreement was made. If that official is told that you willingly entered into the agreement and fully understood the consequences, who are they to deny you once the deal is down if the deal only affects the person(s) that entered into it. The only thing the Union can really do at that juncture is try to make sure it doesn't happen again. After all, the transaction may turn out to have good results, or at least the results you're hoping for.

As a Steward, as a rural carrier, as a human being—please think before you act. For every action, there's

a reaction. For every decision, there's a result. It soon becomes a matter of honesty, integrity, and doing the right thing. No matter how much we like and/or respect our supervisor, manager, or Postmaster, any promises they make—no matter how sincere, can be swept aside by another manager on a higher-level than them.

In closing I would just like to remind you that even though we all work for the Postal Service, management's agenda seldom meshes with ours. Don't rely on your own judgment. The best defense is to always ask questions and seek advice.

The Recent Count, 2080, and Working off the Clock

Monte Hartshorn

Senior Assistant State Steward

An interesting title and three interesting subjects, but what do they have to do with each other, and what do they have to do with me? After this last count, a lot of our rural route evaluations have suffered, and we rural carriers are going to suffer financially starting April 26th. One good thing from the count is that it is now clear what management requires us to do and what they pay us for.

Take for example the Seattle District's refusal to pay "R" time for review of the edit book. The Seattle District does allow time for those marks that are in excess of what we made on the pack of the 4240, out time sheet. When things changed, we wrote the address, customer's name, whether it was an add or delete and the type of delivery. Anything above that is supposed to be "R" time. I want to make it clear that we are REQUIRED to keep our edit book up to date, and make the corrections as they occur. But, the Seattle District has made it clear that we are not paid to review our edit books when they come back from AMS. It would seem that any rural carrier, who takes the time to review their edit book, is in essence working for free. In addition to working for free, the rural carrier is using time that accumulates towards 2080. Now that count is over, 2080 hours is probably the next

subject that management is going to be concerned about. One more thing about reviewing our edit books for free: Recently two Letters of Warning were issued to carriers for failure to keep their edit book up to date. One of the charges cited:

ELM 661.213 "Give a full day's labor for a full day's pay: giving to the performance of duties earnest effort and best thought."

Rest assured that your Union is going to question the requirement of reviewing the edit book, line by line to make sure it "is up to date" while we are not paid for it. How can we be expected to complete requirements while receiving no pay for them? Give us the fair day's wage, and we will give you more than a fair day's work and effort.

The Portland District and the Spokane District have paid a small amount of time for carriers to review and update their edit book. Is it enough? Probably not, but at least it is something and prevents carriers from working for free. If we spend enough time on uncompensated duties, does anyone believe it will prevent management from cutting our routes (and pay) if we approach 2080 on their projections?

Another issue that is similar to working for free is carriers working off the clock. With our new, slimmed down evaluations, there will be increasing effort to require carriers to work at or below evaluation. One way to accomplish this is for carriers to work off the clock. I beg and urge all carriers not to do this. We continue to be hammered by management that our craft works under evaluation by an increasing amount (the bump). I am not convinced that even a majority of carriers are able to work under evaluation, and management continues to track our hours and require explanations when we work over. It seems that the idea that the volume of mail fluctuates has eluded upper management.

Both management and your union have made a commitment that no one is allowed to work off the clock. Stewards will file grievances to make sure that carriers are paid for the extra work and management will be put on notice that "just letting it happen" is not acceptable.

With the 2080 challenges and management trying to get carriers to work for free, what can we do? The most important thing is to become an active member in this union, not just a person who pays their dues. We must have our voices heard, and the first opportunity is going to be your annual county meeting. Make resolutions for change. Become State Convention delegates and make sure your voice is heard. It is only when we make the effort to have our voice heard, that we have the ability to make change happen.

And Now The Count is Over

Charles Alexander
State Steward

It has become painfully apparent that except in Ohio and Texas, where there has been an abundance of political mailings, the 2008 National Mail Count



is shaping up to be even worse than the 2002 Mail Count that took place immediately after Arbitrator Wells cut our standards. Flat volumes are generally way off from what we have typically seen in the past, and nothing drives the typical rural route evaluation as much as flats. Because there is such a wide variety of rural routes throughout the Nation, it is hard to make generalizations that fit everyone. If, for example, your route is over 100 miles long, a reduction in mail volume is not nearly as serious as it is for low-mileage, high-volume L routes.

In many areas, low volumes aren't the only problems we are facing. Just like in 2002, some Districts are micro-managing the local offices by exerting considerable pressure to keep parcels, loading time, and markups below unstated benchmarks. There are even some indications that unusual measures are being applied to run cleaner DPS, avoid postage dues, and greatly reduce the number of helicopter flats processed on the USFM 1000 machines (we receive an additional 17.5%

credit for all flats processed on the USFM 1000s.) Mail dated for the count period showing up in raw and DPS before the count started, along with record Friday-before-count-started mail volumes, are two other potential indicators of less than fair play on the part of the Postal Service. You can be sure that the Union will investigate all leads regarding alleged unscrupulous behavior on the part of the Postal Service, but if the USPS learned anything from the 60 million dollar arbitration they recently lost, it was to be more careful with their internal communications. These days, it is much more difficult than in the past to come up with hard evidence of wrong doing on the part of Postal managers involved in the mail count.

So now that I have briefly outlined how we have ended up with route evaluations dropping 4 hours or more per week, what can each of us do to protect our pay and minimize the effects of a disastrous mail count? First on my list is to try to help your fellow carriers understand that it was NOT the Union which caused their evaluations to plummet. To the contrary, the Union is doing everything it can to protect the interests of all rural craft employees. But whether or not mail count manipulators are ever brought to justice, there are strategies that can be employed to mitigate the negative financial consequences that inevitably result from decreased route evaluations. The following are some of those strategies:

1. If you have a choice of a High Option (more money, but fewer or no relief days) or Low Option (less money, but a relief day or more relief days), seriously consider selecting the High Option. You have to have been a regular rural carrier for 3 years or more, and you have to sign on the bottom of the PS Form 4241 (mail count summary for your route) that you will promise to use sufficient leave to not exceed 2080 work hours in the guarantee year in order to be eligible to select the High Option, but the financial benefits of doing so are considerable. Take a look at the attached file (created by the NRLCA Database Manager Beth Cline) for convincing proof of the financial benefits of electing the High Option. Your manager is

required to hold an individual conference with you at the conclusion of the mail count, and during that time he/she is supposed to explain and allow you to elect the High Option for your route, provided you are qualified to do so.

2. Use the Union-provided evaluation calculator to obtain an approximation of the Standard Hours (the number of hours of evaluation for a 6-day work week) for your route. Once you have determined your approximate Standard Hours, use the chart to see your options (if any) and also to determine how far into the hour brackets your Standard Hours place your evaluation.

3. Make several copies of the PS Form 4241 (the summary form which shows the totals for each day of the 12-day mail count). Highlight the totals for Column A (Letter Size) and Column L (DPS). By dividing the total of Columns A and L into Column L, the percentage of your letter-size mail during the mail count which was DPS will be calculated. For instance, if your total Column A was 2,500 and your total Column L was 22,000, adding the 2 columns together would give you a total of 24,500. If that total of 24,500 is divided into 22,000, the DPS percentage for the count period would be 89.8%. This DPS percentage is the number that the Postal Service is committed to maintain until another mail count yields a different number. Knowing your DPS percentage from the mail count allows you to periodically check to see if the Postal Service is backsliding on its commitment. Thus, if sometime in the future you suspect that the amount of raw mail in comparison to the amount of DPS has caused the DPS percentage to fall below the DPS percentage established during the mail count (89.8% in my illustration above), and multiple spot checks of the end of run counts for DPS, along with piece counts of raw letters, confirms your suspicions, then a 30-day review should be called for to rectify the decrease in DPS percentage, or to have the DPS count from the mail count retroactively reverted to Sector Segment mail which has a considerably higher value.

The strategies detailed above will not bring back

the missing mail volume or magically restore your evaluation to what it was before the count, but they may make a significant difference in helping you meet your financial commitments. Most of us will be experiencing drops in evaluation, but ALL OF US are members of the NRLCA, which when push comes to shove or sneaky comes to cheating is all that stands between you and the Postal Service doing whatever it wants whenever it feels like it.

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High Option Comparisons

Four different Comparisons with a calculator at bottom.

Why you should always take the high option.

Step 3 yearly salary	K40	45278	Difference	J44	52075	Daily J Rate	Gross two week
						182.08	less 1 day LWOP
Gross two week Pay		\$ 1,741.46			\$ 2,002.88		\$ 1,820.80
							\$ 79.34
							\$ 2,062.91
							\$ 546.24
							\$ 1,516.67

This is how much more you gross in a two week period when you take one day LWOP

Step 12 yearly salary	K40	48684	Difference	J44	55991	Daily J Rate	Gross two week
						195.77	less 1 day LWOP
Gross two week Pay		\$ 1,872.46			\$ 2,153.50		\$ 1,957.73
							\$ 85.27
							\$ 2,216.91
							\$ 587.32
							\$ 1,629.59

This is how much more you gross in a two week period when you take one day LWOP

Step 12 yearly salary	K42	52334	Difference	J46	59633	Daily J Rate	Gross two week
						208.51	less 1 day LWOP
Gross two week Pay		\$ 2,012.85			\$ 2,293.58		\$ 2,085.07
							\$ 72.22
							\$ 2,147.29
							\$ 625.52
							\$ 1,521.77

This is how much more you gross in a two week period

Step 12 yearly salary	K41	50507	Difference	J46	59633	Daily J Rate	Gross two week
						208.51	less 1 day LWOP
Gross two week Pay		\$ 1,942.58			\$ 2,293.58		\$ 2,085.07
							\$ 142.49
							\$ 3,704.82
							\$ 625.52

This is how much more you gross in a two week period

Yearly salary	Enter any Low K Option	Difference	Enter any High J Option	Daily J rate			
Gross two week Pay							

This is how much more you gross in a two week period

Step 12 yearly salary	K41	50507	Difference	J46	59633	Daily J Rate	Gross two week
						208.51	less 1 day LWOP
Gross two week Pay		\$ 1,942.58			\$ 2,293.58		\$ 2,085.07
							\$ 142.49
							\$ 3,704.82
							\$ 625.52

This is how much more you gross in a two week period when you take one day LWOP

49:38 to 49:47 High option would be 46L, low 41K This would be a drastic difference.

Table of Evaluated Hours for Rural Routes

H Routes (No Relief Days)

Total Hours and Minutes Per Week
(Standard Hours)

Evaluated Hours

40:30 TO 41:29	41 hours
41:30 TO 42:29	42 hours
42:30 TO 43:29	43 hours
43:30 TO 44:29	44 hours
44:30 TO 45:29	45 hours
45:30 TO 46:29	46 hours

J Routes (Relief Day Every Other Week)

Total Hours and Minutes Per Week
(Standard)

Evaluated Hours

44:11 TO 45:15	41 hours
45:16 TO 46:21	42 hours
46:22 TO 47:27	43 hours
47:28 TO 48:32	44 hours
48:33 TO 49:37	45 hours
49:38 TO 50:43	46 hours

K Routes (Relief Day Each Week)

Total Hours and Minutes Per Week
(Standard Hours)

Evaluated Hours

47:24 TO 48:35	40 hours
48:36 TO 49:47	41 hours
49:48 TO 50:59	42 hours
51:00 TO 52:11	43 hours
52:12 TO 53:23	44 hours
53:24 TO 54:35	45 hours
54:36 TO 55:47	46 hours
55:48 TO 56:59	47 hours*
57:00 TO 57:36	48 hours*

*Normally, these categories should only be used as interim classifications pending route adjustments.

Washington Rural Letter Carriers' Association Statement of Activities - Previous Year Comparison

July 2007 through February 2008

	Jul '07 - Feb 08	Jul '06 - Feb 07	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	360,560.75	327,891.16	10.0%
410000 · National General Insurance-G...	22,558.02	22,542.56	0.1%
420000 · Reimbursements & Refunds	10,143.00	13,087.87	-22.5%
Total Income	393,261.77	363,521.59	8.2%
Expense			
500000 · Per Capita Expenses	41,817.25	24,882.06	68.1%
520000 · Meetings and Conventions	59,466.73	58,404.60	1.8%
530000 · Equipment Fund	3,173.34	2,597.15	22.2%
550000 · Other Expenses	28,285.52	22,925.15	23.4%
610PA · President - P. Alexander	3,262.01	1,926.33	69.3%
620PP · Vice President P Pitts	2,323.57	1,453.47	59.9%
630RW · Sec/Treas. - R. Wendlandt	36,745.13	25,793.71	42.5%
640SH · Editor - Susie Hill	4,062.65	2,781.76	46.1%
645000 · Washington Rural Carrier (WRC)	3,470.60	3,795.43	-8.6%
650RP · District 1 - R. Pike	4,142.36	1,539.28	169.1%
660JB · District 2 - J. Blackburn	2,554.52	1,723.57	48.2%
670CF · District 3 - C. Freeman	3,456.32	1,919.85	80.0%
680DR · District 4 - D. Reppe	3,635.35	2,142.72	69.7%
693DS · Retired Rep - D Schrup	150.00	0.00	100.0%
700CA · State Steward - C. Alexander	28,274.34	23,570.31	20.0%
705000 · Steward Training Expenses	10,126.67	13,261.62	-23.6%
710JP · Senior Asst. Stew. - J. Peck	0.00	1,813.86	-100.0%
740MH · Senior Asst.Stew - M. Hartshorn	6,361.54	7,225.28	-12.0%
750PA · Senior Asst.Stew - P. Alexander	18,706.54	13,831.78	35.2%
770JP · Senior Asst Stew - J. Patteson	25,563.07	21,375.80	19.6%
780PP · Senior Asst Stew - P. Pitts	28,675.32	22,868.90	25.4%
790JF · Asst. Stew - J. Frymire	6,651.24	9,625.32	-30.9%
791RC · Asst. Stew - R. Cowan	21,591.08	15,019.61	43.8%
792CF · Asst Stew - C. Freeman	18,256.84	16,021.13	14.0%
880LS · Local Steward	330.71	161.11	105.3%
Total Expense	361,082.70	296,659.80	21.7%
Net Ordinary Income	32,179.07	66,861.79	-51.9%
Other Income/Expense			
Other Income			
450000 · Interest Income	3,369.44	2,324.68	44.9%
Total Other Income	3,369.44	2,324.68	44.9%
Net Other Income	3,369.44	2,324.68	44.9%
Net Income	35,548.51	69,186.47	-48.6%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of February 29, 2008

	Feb 29, 08	Feb 28, 07	% Change
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	7,762.15	11,346.91	-31.6%
102000 · Svgs - APCU	59,798.64	49,372.74	21.1%
103000 · Chkg - Atlanta Postal Credit Un	576.96	1,305.84	-55.8%
140000 · C.D.#70 APCU 12 mo (5-15-20...	0.00	25,830.65	-100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	27,069.64	25,592.78	5.8%
142000 · C.D.#72 APCU-12 mo (11-6-06)	0.00	25,215.36	-100.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	26,437.45	25,000.00	5.8%
144000 · C.D.#74 APCU 12 mo (5-14-07)	25,896.60	0.00	100.0%
Total Checking/Savings	147,541.44	163,664.28	-9.9%
Total Current Assets	147,541.44	163,664.28	-9.9%
TOTAL ASSETS	147,541.44	163,664.28	-9.9%
LIABILITIES & EQUITY			
Equity			
390000 · Net Assets	111,992.93	94,477.81	18.5%
Net Income	35,548.51	69,186.47	-48.6%
Total Equity	147,541.44	163,664.28	-9.9%
TOTAL LIABILITIES & EQUITY	147,541.44	163,664.28	-9.9%



End of the Evaluated System

photo by Charles Alexander

**102nd ANNUAL CONVENTION OF THE
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION
HOMESTEAD FARMS GOLF RESORT AND CONVENTION CENTER
LYNDEN WASHINGTON**

MONDAY, JUNE 23, 2008

CONVENTION CHAIR
OFFICERS

- PRESIDENT
- VICE-PRESIDENT
- SECRETARY-TREASURER
- EDITOR
- DISTRICT ONE
- DISTRICT TWO
- DISTRICT THREE
- DISTRICT FOUR
- RETIRED CARRIER REPRESENTATIVE

06-07 WARLCA ELECTED

- PATRICIA ALEXANDER
- PATRICK PITTS
- REBECCA WENDLANDT
- SUSIE HILL
- BECKY PIKE
- JOANNE BLACKBURN
- CHERI FREEMAN
- DAVE REPPE
- DAN SCHRUP

STEWARD PROGRAM

STATE STEWARD

CHARLES ALEXANDER

SENIOR ASSISTANT STATE STEWARDS

- PATRICIA ALEXANDER
- PATRICK PITTS

MONTE HARTSHORN
JOYCE PATTESON

ASSISTANT STATE STEWARDS

- RENEE' COWAN

CHERI FREEMAN

- AUTO INSURANCE REPRESENTATIVE
- PROVIDENT GUILD REPRESENTATIVE
- RURAL CARRIER HEALTH BENEFIT PLAN
- PAC CHAIR
- ARMED FORCES VETERANS' CLUB
- PARLIAMENTARIAN

- DAVE REPPE
- JOANNE BLACKBURN
- REBECCA WENDLANDT
- SUSIE HILL
- PATRICK PITTS
- PATRICK PITTS

NATIONAL AND STATE GUESTS

- NRLCA VICE PRESIDENT
- SEATTLE WORKPLACE IMPROVEMENT ANALYST
- LYNDEN POSTMASTER
- NRLCA AUXILIARY
- AUXILIARY STATE PRESIDENT
- JUNIORS' STATE PRESIDENT

- DON CANTRIEL
- DAVID PICARD
- BRIAN MOUCHE'
- PAT GUNNELL
- JOE HORLACHER
- NICOLE COWAN

MEETING ROOMS

- AUXILIARY MEETING
- MAIN MEETING

MONDAY MORNING, JUNE 23, 2008

- 7:00 – 8:30 REGISTRATION
- 7:00 – 8:00 ARMED FORCES INFORMAL BREAKFAST
- 8:00 – 8:20 FIRST TIMERS MEETING

MEET IN LOBBY
PATRICK PITTS

8:30	JOINT MEETING CALL TO ORDER INVOCATION PRESENTATION OF COLORS PLEDGE OF ALLEGIANCE	BECKY PIKE CHERI FREEMAN OUR ARMED FORCES BECKY PIKE
	PRESENTATION OF GAVEL TO WARLCA PRESIDENT	BECKY PIKE
	INTRODUCTION OF NATIONAL AND STATE OFFICERS AND GUESTS AUXILIARY NATIONAL REPRESENTATIVE AUXILIARY STATE PRESIDENT JUNIORS' PRESIDENT	PATRICIA ALEXANDER PAT GUNNELL JOE HORLACHER NICOLE COWAN
9:00	SPEAKER	BRIAN MOUCHE'
9:10	SPEAKER	PAT GUNNELL

RECOGNITION OF COUNTY OFFICERS, LOCAL STEWARDS, SENIOR ASSISTANT STATE STEWARDS, ASSISTANT STATE STEWARDS, AD HOC TRAINERS, QWL/EI FACILITATORS, NJSC MEMBER, WAJSC MEMBER, DJSC MEMBERS, AREA TRAINER, RETIREES, AND FIRST TIMERS.

10:00	SPEAKER	DAVID PICARD
10:30	BREAK DOOR PRIZE PROCEDURE & DRAWING	PATRICIA ALEXANDER
10:45	DOOR PRIZES	BECKY PIKE
11:00	SPEAKER	DON CANTRIEL

DISTRIBUTION OF ANNUAL REPORTS OF ELECTED STATE OFFICERS AND STATE STEWARD AND FINANCIAL STATEMENTS

NOON LUNCH

MONDAY AFTERNOON, JUNE 23, 2008

1:00 P.M.	DOOR PRIZES ROLL CALL DISTRIBUTION OF YEA/NAY CARDS CONVENTION STANDING RULES	BECKY PIKE REBECCA WENDLANDT REBECCA WENDLANDT PATRICIA ALEXANDER
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VOTE ON WHETHER TO ACCEPT PROPOSED RESOLUTIONS AND CONSTITUTION AND BYLAWS CHANGES FROM THE FLOOR: PATRICIA ALEXANDER

WARLCA CONSTITUTION AND BYLAWS, ARTICLE 1, SECTION 2B, STATES IN PART: "ON THE FIRST DAY OF THE STATE CONVENTION, THE PRESIDENT WILL ASK THE ELECTED CONVENTION DELEGATES TO DECIDE BY VOTING IF THEY WANT TO HEAR PROPOSED RESOLUTIONS AND CONSTITUTION AND BYLAWS CHANGES FROM THE FLOOR DURING NEW BUSINESS."

COMMITTEE ASSIGNMENTS PATRICIA ALEXANDER

PRELIMINARY REPORT OF CREDENTIALS COMMITTEE

PRELIMINARY REPORT OF THE CONSTITUTION AND BYLAWS COMMITTEE. PROPOSED CHANGES WILL BE FORMALLY READ ON TUESDAY. HANDOUTS TO BE DISTRIBUTED.

PRELIMINARY REPORT OF THE RESOLUTIONS COMMITTEE. RESOLUTIONS TO BE FORMALLY READ TUESDAY & WEDNESDAY. HANDOUTS TO BE DISTRIBUTED.

2:00	REPORT OF THE 2009 CONVENTION SPOKANE	DAVE REPPE
	REPORT OF THE 2010 CONVENTION SPOKANE	JOANNE BLACKBURN
	REPORT OF THE 2011 CONVENTION	
	REPORT ON THE 2010 NATIONAL CONVENTION BECKY WENDLANDT, BECKY PIKE, AND SUSIE HILL	
2:30	QUESTION AND ANSWER PERIOD BLANK CARDS WILL BE HANDED OUT. EACH PERSON WILL WRITE HIS/HER QUESTIONS ON THE CARD WITH HIS/HER NAME, READ THE CARD AT THE MICROPHONE, AND THEN HAND THE CARD TO THE SECRETARY-TREASURER.	
	COLLECTION OF YEA/NAY CARDS	REBECCA WENDLANDT
3:00	ADJOURN AND WORK SESSION FOR COMMITTEES CONSTITUTION AND BYLAWS COMMITTEE, RESOLUTIONS COMMITTEE, FINANCE COMMITTEE, MILEAGE AND PER DIEM COMMITTEE, TELLERS COMMITTEES, CREDENTIALS COMMITTEE, NOMINATING COMMITTEE, WRC COMMITTEE. MEDIA COMMITTEE, MINUTES COMMITTEE, AUDITING COMMITTEE, SERGEANTS-AT-ARMS COMMITTEE, AND HOSPITALITY COMMITTEE. <u>POSSIBLE MEETING PLACES:</u> BOARD ROOM, SECRETARY-TREASURER'S ROOM, PRESIDENT'S ROOM, ETC.	
	*ALL COMMITTEES TO SET UP TIME WITH BOARD CONTACT PERSON <input type="checkbox"/>	
6:00	COUNTY OFFICERS' MEETING 2008-2009 COUNTY OFFICERS WILL MEET FOR DINNER AT 6:00, AND THEN MEET UNTIL 8:30 P.M. FOR TRAINING AND QUESTIONS & Answers	

TUESDAY, JUNE 24, 2008

8:00	MEMORIAL SERVICE	JOE HORLACHER
8:15	DOOR PRIZES CALL TO ORDER	BECKY PIKE PATRICIA ALEXANDER
8:30	JUNIORS' AMERICANISM PROGRAM	NICOLE COWAN
9:00	ROLL CALL DISTRIBUTION OF YEA/NAY CARDS	REBECCA WENDLANDT REBECCA WENDLANDT
	FINAL REPORT OF CREDENTIALS COMMITTEE	
9:30	BREAK	
9:45	DOOR PRIZES CALL TO ORDER ROLL CALL	BECKY PIKE PATRICIA ALEXANDER REBECCA WENDLANDT
	PRELIMINARY REPORT OF THE MILEAGE AND PER DIEM COMMITTEE	

PRELIMINARY REPORT OF THE FINANCE COMMITTEE
 REPORT OF THE NOMINATING COMMITTEE

OFFICER POSITIONS OPEN FOR ELECTION

	PRESIDENT	ONE YEAR TERM
	VICE PRESIDENT	ONE YEAR TERM
	SECRETARY-TREASURER	TWO YEAR TERM
	EDITOR	TWO YEAR TERM
	DISTRICT TWO REPRESENTATIVE	TWO YEAR TERM
	DISTRICT FOUR REPRESENTATIVE	TWO YEAR TERM
10:30	SPEAKER	DON CANTRIEL
11:30	REPORT OF THE TELLERS COMMITTEE	
	AFTER YOU HAVE BEEN ELECTED AS A DELEGATE, IT IS VERY IMPORTANT THAT YOU LET BECKY WENDLANDT KNOW IF YOU WILL BE ATTENDING THE NATIONAL CONVENTION. BECKY WILL HAVE A COMMITMENT FORM FOR ALL DELEGATES TO SIGN.	
12:00	LUNCH	
1:00	DOOR PRIZES CALL TO ORDER ROLL CALL	BECKY PIKE PATRICIA ALEXANDER REBECCA WENDLANDT
	REPORT OF THE AUDITING COMMITTEE FINAL REPORT OF THE MILEAGE AND PER DIEM COMMITTEE REPORT OF THE <i>WASHINGTON RURAL CARRIER</i> COMMITTEE	
2:15	2010 NATIONAL CONVENTION INFORMATION SUSIE HILL & BECKY PIKE	
2:45	BREAK	
3:00	DOOR PRIZES CALL TO ORDER ROLL CALL	BECKY PIKE PATRICIA ALEXANDER REBECCA WENDLANDT
	FINAL REPORT OF THE CONSTITUTION AND BYLAWS COMMITTEE	
	FINAL REPORT OF THE RESOLUTIONS COMMITTEE <u>*AFTER THE FIRST READING, THOSE RESOLUTIONS OBJECTED TO WILL BE VOTED ON. TO AVOID CONFUSION, THE COMMITTEE CHAIR WILL RECOMMEND TO ACCEPT.*</u>	
	COLLECTION OF YEA/NAY CARDS	REBECCA WENDLANDT

6:00 P.M. WARLCA ASSOCIATION AND RETIREES BANQUET HONORING RETIREES AND OUR ARMED SERVICES: MASTER OF CEREMONIES CHERI FREEMAN

WEDNESDAY, JUNE 25, 2008

8:00	DOOR PRIZES CALL TO ORDER ROLL CALL	BECKY PIKE PATRICIA ALEXANDER REBECCA WENDLANDT
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DISTRIBUTION OF YEA/NAY CARDS
AUXILIARY SCHOLARSHIPS
FINAL REPORT OF THE FINANCE COMMITTEE

REBECCA WENDLANDT
DONNA FELGENHAUER

IF NECESSARY, CONTINUED FINAL REPORT OF THE RESOLUTIONS COMMITTEE

10:15 BREAK

10:30 DOOR PRIZES
CALL TO ORDER
ROLL CALL
MEMBER OF THE YEAR

BECKY PIKE
PATRICIA ALEXANDER
REBECCA WENDLANDT
PATRICK PITTS

LUNCH
UNFINISHED BUSINESS

RESOLUTIONS FROM THE FLOOR*
CONSTITUTION AND BYLAWS FROM THE FLOOR*
If the delegates voted that they want to hear proposed Resolutions and Constitution and Bylaws from the floor during new business.

ELECTION OF OFFICERS
DISMISS TELLERS COMMITTEE
DISMISS CREDENTIALS COMMITTEE
INSTALLATION OF OFFICERS
COLLECTION OF YEA/NAY CARDS
BENEDICTION
RETIREMENT OF COLORS
ADJOURNMENT OF 2008 STATE CONVENTION

DON CANTRIEL
REBECCA WENDLANDT
CHERI FREEMAN

NOTICE OF WARLCA STATE CONVENTION AND ELECTION OF OFFICERS

The State Convention of the *Washington Rural Letter Carriers' Association* will begin at 8:30 AM, June 23, 2008, at the Homestead Farms Golf Resort and Convention Center in Lynden, Washington.

The following Officers Will Be Elected:

- President and Vice President – One Year Terms
- Editor and Secretary/Treasurer – Two Year Terms
- District Two and District Four Representatives – Two Year Terms

If any of the other Representatives positions become vacant during State Convention, there will also be elections to fill those vacancies. A Nominating Committee will nominate at least one candidate for each of the vacant offices, except District Representative. The candidate for District Representative will have been nominated at their respective District Meeting. Nominations for any positions may be made from the floor.

Sunday, June 22, 2008, from 10 AM to 4 PM, will be RURAL DELIVERY ISSUES TRAINING for all Local Stewards.

All WARLCA members are welcomed!

The rural carriers of Washington welcome Don Cantriel, NRLCA Vice President, to their State Convention in June.

DON CANTRIEL, VICE PRESIDENT NATIONAL RURAL LETTER CARRIERS' ASSOCIATION

Don Cantriel of Linn, Missouri, was elected to the office of Vice President at the 101st National Convention in Minneapolis, Minnesota. Don previously served as the first Director of Steward Operations of the National Rural Letter Carriers' Association, a position he held for four years.



Don began his postal career in 1980 as a 73 Substitute in Bland, Missouri, where he immediately joined the National Rural Letter Carriers' Association. He became a regular carrier in May of 1983, and in May of 1985, he transferred to the Linn, Missouri Post Office, where he is assigned to Route 1.

Don has served at all levels of the Association, beginning with President of his local unit. He has also served as District President, 5th District Board Member of the State Board. He has held the offices of State Vice President and State President. In 1990, he was appointed an Assistant State Steward, and in 1995, became the State Steward. Three years after becoming the State Steward, Don was appointed Missouri's first full-time State Steward, the position he held until his election to National Office.

Don has served nationally as the Chairman of the Officers' Resource Committee and as a member of Steward Task Force I, where he worked with the other members of that committee to develop training and resource material for the State Stewards. He has served as a member of the Resolutions Committee at National Convention, and served as Chairman of that Committee in 1997, at the Portland, Oregon Convention.

Don is a strong supporter of the QWL/EI Process as evidenced by his long time involvement with that Process. He has served on a local work team as the Coordinator, as a member of the Gateway District Joint Steering Committee, and later as a member of the Central Area Joint Steering Committee and then as Co-Chair of the Eastern Area Joint Steering Committee. Don's most recent appointment was to National Joint Steering Committee.

Don and his wife, Vida, have two grown children, Amy and Chad. Amy and her husband, Robert, have three children, Cody, Rachel and Garrett.

MEMBER OF THE YEAR NOMINATION

Eligibility:

1. Any member of the Association may be nominated as a candidate for the Member of the Year Award.
 2. State Association Officers should not be arbitrarily selected for the Award, not should they be prohibited from consideration. Officers have been chosen to lead and serve, but it is frequently demonstrated that their services go far beyond the routine duties of the office, and thus, may be worthy of selection.
 3. Nominations may be made directly from the membership.
 4. Local, county, or district units may select candidates.
-

Method of Selection:

1. Selection Committee will be all Board members not nominated for the Member of the Year Award.
 2. Nominations for Member of the Year should be postmarked no later than 14 days prior to the opening of State Convention but received no later than the beginning of the Board meeting preceding State Convention.
 3. Nominations must be sent to the Vice-President of the Association.
 4. Decision is to be made at the Board meeting prior to State Convention.
 5. Recipient must receive more than 50% majority of votes cast.
-

Criteria for Selection:

1. The primary consideration of the selection committee shall be:
 - a. The service rendered by the candidate to the NRLCA.
 - b. Attendance and participation in local, state and national meetings.
 - c. Willingness to accept responsibilities and dedication in performing those duties.
 - d. Fraternal attitude to others in the rural carrier craft.
2. The Selection Committee should consider, as a secondary matter, other service such as civic and community activities which reflect favorably upon the rural craft and the USPS.

WARLCA 2008 STATE CONVENTION REGISTRATION

Homestead Farms Golf Resort and Convention Center, Lynden, WA

Phone: 1 800 354 1196 -- www.homesteadfarmsgolf.com -- 115 E Homestead Blvd

Room Rate: \$74 single/dbl Farmhouse Std - \$89 single/dbl Farmhouse Deluxe

Great Links Lodge Condos are \$129 single/dbl. Rooms have \$2 resort fees per night.

Convention starts Monday, June 23, 2008 at 8:30 AM with full day sessions

through Wednesday, June 25, 2008. Room Reservations Deadline is 5/23/08.

Rural Delivery Issues Training will be Sunday, June 22, 2008 from 10 AM to 4 PM.

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying At Homestead? _____ (we need to meet block of 30 rooms so need to know – we will be the only guests at this hotel)

There is a **\$30 fee per delegate for registration** which includes the Sunday social.

Fee will be waived if one banquet meal or two lunches (Monday, Tuesday, or Wednesday) are purchased. A late fee of \$20 will be added if the registration is not RECEIVED by May 31, 2008 in the State Sec/Treas Office.

Sunday, June 22: Rural Delivery Issues Training from 10 AM to 4 PM

(All certified local stewards get \$150 for first enhancement for 07/08)

No Lunch Provided but will break for lunch – All welcome - # attending _____

Sunday, June 22: Sunday Social 6 PM to 7 PM

All welcome – Barbeque at the Park – No cost if registered # attending _____

MONDAY, JUNE 23: CONVENTION STARTS AT 8:30AM

1st Timers to State Convention Meeting at 8 AM # attending _____

Monday Buffet Lunch \$15 each # attending _____ \$ _____

County Officers Training Monday Evening Buffet at 6 PM

(Free to newly elected and pre-registered 2008/2009 County Presidents, Vice Presidents, and Secretary/Treasurer)

All welcome – cost to non 08/09 County Officers \$25 each. # attending _____ \$ _____

TUESDAY, JUNE 24: CONVENTION STARTS AT 8:30AM

Tuesday Buffet Lunch at \$15 each # attending _____ \$ _____

Tuesday Evening Buffet Banquet & Fun \$30 at 6 PM # attending _____ \$ _____

WEDNESDAY, JUNE 25: CONVENTION STARTS AT 8:30AM

Wednesday Buffet Lunch \$15 # attending _____ \$ _____

Total Enclosed \$ _____

Make Checks Payable to WARLCA and send to 2811 N Chase Ln, Liberty Lake, WA 99019 Payment must be sent with registration AND MUST BE RECEIVED BY MAY 31, 2008 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 18, 2008 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

Campaign Announcements

Dear Fellow Member of the WARLCA,

For many years now, you have given me the opportunity to represent you as your **delegate to the National Convention**. It is vitally important that we all give careful consideration to who we send as our representatives. Your delegates to the National Convention will be asked to vote on Resolutions and Constitution/By-Law changes directly affecting you as a member of the Rural Craft.

As the time approaches for you to make a decision as to whom you will send as your delegate, **Once again ask for your consideration and your support**. My desire has always been, and will continue to be, to serve you in the manner that you deserve.

Should you have any questions concerning my position on any given issue, or wish to discuss the current conditions in the Rural Craft, please feel free to contact me.

With respect to all members of the Rural Craft comes this request for your support.

Yours in service,
Patrick Pitts
 P.O. Box 434
 Port Orchard WA 98366
 (360) 620-6235



Greetings fellow WARLCA Union Members,

My name is Tony Lott and I ask for your consideration, support and vote as a candidate for National Convention Delegate to our 2008 NRLCA National Convention in Lexington, Kentucky.

In 2007, I was honored and privileged to be selected by you and your fellow members as one of your National Delegates. If selected for this year's National Convention, I would again strive to represent your best interests as Washington rural craft members during all discussion, debate and voting upon the many important issues and concerns presented to the National Delegation – such as Resolutions, Constitution changes and National Officer elections, as examples. It would also be my responsibility to collect pertinent information from all business sessions and attended seminars in order to provide a relevant and timely report to my fellow Washington rural union members.

I encourage you to carefully deliberate on your choices for 2008 National Delegates. I also ask your help in creating a stronger, more informed State Association through active participation and attendance at your County, District and State Convention meetings throughout the year. Thank you!

Respectfully,
 Tony Lott – Rural Carrier (Bremerton, Washington)

Fellow Carriers,

I would appreciate your support when electing the editor for the 2008-2010 term. I now feel comfortable in the job and am enjoying it. At last year's National Convention I asked if there were any states that had editors who were retired. There are at least nine. I also feel that it is important for me to continue in this position because of my involvement in the 2010 National Convention being held in Spokane. I have the time and the desire to help where ever needed. I plan to stay involved and informed. Please contact me with your thoughts and issues.

Thank you,
 Susie Hill

Welcome to Our New Members

REBECCA L TOOP	ARLINGTON	JAYMI R BRAMPTON	MARYSVILLE
AUBREY G SOUTH	AUBURN	GLENN C DELA CRUZ	MARYSVILLE
BRADLEY D TEMPLETON	AUBURN	ANNETTE D GRAINGER	MARYSVILLE
VICTORIA M ARMSTRONG	BATTLE GROUND	SCOTT E MATHIS	MARYSVILLE
ROBIN VAUGHN	BELLINGHAM	RACHEL L GEHRING	MEAD
LINDA M LEWIS	BLACK DIAMOND	TERESA M CALHOUN	MOSES LAKE
SARAH K KOOY	BURLINGTON	KYLE HARTMAN	MOUNT VERNON
CARMELITA V MARQUEZ- BLANCHARD	CAMAS	SHANNON RHODES	MOUNT VERNON
DINA R KING	CASTLE ROCK	JENNIFER L CLARK	OLYMPIA
KENDRA J UTT	CHATTAROY	ANATOLIY V DANILYUK	PASCO
ERIC L NELSON	CHENEY	BARBARA K SCHMITT	PASCO
MARK D GERBER	CHEWELAH	REBECCA A TUCKER	PASCO
JUDY G GRISSOM	CLAYTON	ROSE GREEN	PORT ORCHARD
PAMELA J LEDBETTER	COLFAX	JAMES HOOD	PORT ORCHARD
SHELLEY R TORRES	DUPONT	BARRY L PHILLIPS	PORT ORCHARD
LEANNE STUART	EATONVILLE	LEONA F SHOWALTER	QUINCY
KENNETH R HUMMEL	ELLENSBURG	MARK L COURTNEY	REDMOND
BRITTANY JOHNSON	FERNDALE	REBECCA L BURT	SEDRO WOOLLEY
TERESA MCKERNAN	FERNDALE	SANDRA STEPHENSON	SEDRO WOOLLEY
LISA M WOOD	FREELAND	JULIE A DE STEFANO	SPANAWAY
LAURIE M JOSEPH	GIG HARBOR	ROY M MCCUIN	SPANAWAY
DANIEL L MARTIN	GIG HARBOR	CARLEY R CARLSON	SPOKANE
TAMERA S GIVENS	GRAHAM	HEIDI J HANSEN	SPOKANE
JAMES E RAVE	GRAHAM	TODD K SECREST	SPOKANE
WILLIAM R KEMBLE	GRAND COULEE	JOSHUA G BROWN	STANWOOD
PAMELA L OFTEDAL	GRANGER	KAYSIE KIEL	SUMNER
CHARLENE G SHUTE	LONG BEACH	AUTUMN N LUNDGREN	SUMNER
RICK D KENNEDY	LONGVIEW	DANIELLE FRANKS	VASHON
DEVIN M PLUMMER	LOPEZ ISLAND	BOON L CHAUNG	WASHOUGAL
DELFINO J SALGADO	MALAGA	APRIL R DOOLEY	WENATCHEE
EUNHA HAHM	MAPLE VALLEY	MICHELLE T CONROW	WINLOCK
MICHELLE E KOENIG	MAPLE VALLEY	PENNY L TIBBITS	WINLOCK
KELLY L OBRIEN	MAPLE VALLEY		



RESOLUTION

Please submit one resolution per page. Please type or print it, then submit it to your county secretary at the county annual meeting. If passed at your county meeting, it will be sent by the county secretary to the state secretary to be presented at the 2008 State Convention.

The following resolution was adopted at the _____ (date) meeting of the _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the 2008 State Convention, Lynden, WA, for consideration and appropriate action.

Currently found in: PO 603 _____ USPS/NRLCA CONTRACT _____
ELM _____ SAFETY HANDBOOK _____
OTHER: (NAME) _____

CONSTITUTION AND BY LAWS: _____ NATIONAL? ___ STATE? ___
Article: _____ Section: _____ Paragraph: _____

Binding: _____ or Non Binding: _____ (Must Select One)

If this is binding, state to whom: _____

Whereas OR Present Language:

Therefore be it resolved OR Proposed Language:

Intent And Reason of Change:

Signed: _____ Date: ___/___/___

Secretary of: _____ County

Sent to State Secretary on: ___/___/___ (Date)

**IMPORTANT UPDATES!!!
FOR JUNIORS and PARENTS RE:
STATE CONVENTION**

SCHOLARSHIPS: Just a reminder there is still time to apply for the last 2 (two) scholarships for the year 2007-2008. The WARLCA Auxiliary Scholarship (the State Scholarship) needs to be back to me by May 15, 2008. Normally there is money given out to 2 (two) Juniors so the Auxiliary is really hoping to hear back from as many Juniors as possible. I haven't had very many requests for scholarships yet this year and the Auxiliary really wants the Juniors to take advantage of this extra money to further their education. AND even if you have won this State Scholarship one year, you can still apply and possibly win another year—how great is that!! You can also still apply for the Gene Del Polito Honorary Scholarship which needs to come back to me POSTMARKED by June 1, 2008 or you can send it back with your State Scholarship. This scholarship is for \$2,000.00 for those who qualify. PLEASE give me a call to get your scholarship and take the time to apply for these. Last year's 1st place winner of \$500.00 was so excited and this year it could possibly be you!!

PRE-REGISTRATION: **NEW:** This year the Juniors are going to register BEFORE the State Convention just as the Association members do. Enclosed in this State Paper you will find the REGISTRATION FORM WHICH HAS ALSO BEEN REVISED. Please complete it FULLY and MAIL IT BACK. IT MUST BE *RECEIVED* BY MAY 31, 2008, with PAYMENT OF \$60.00 per Junior. Make your check payable to WARLCA AUXILIARY and send to 209 N 6th St., Oakesdale, WA 99158. ***IF A JUNIOR DOES NOT REGISTER BEFORE STATE CONVENTION, THERE WILL BE A LATE FEE OF \$20.00, just as the Association does. So PLEASE get pre-registered so we can see all of you Juniors from last year and hopefully more this year at State Convention!!***

REGISTRATION FEES: The Auxiliary did have to raise the Registration fee again this year but only by \$10.00 due to the increase in cost of fuel for the bus, food, activities, and just about everything. THIS IS STILL A GOOD DEAL!! The Juniors will get to wear POLO shirts again this year which is included, good food and fun activities for their 3 day stay for only \$20.00/day. The Auxiliary is going out of its way to keep costs as low as possible because we want all Juniors to be able to attend State Convention!! We hope this will be the last increase for several years to come.

CONVENTION ACTIVITIES: This year is going to be another fun-filled year of activities with: Day 1, going to the Marine Life Center followed by Birch Bay State Park where we will have one of Joe's delicious BBQ lunches; AND YES, this will include food for those Juniors who are vegetarian as well! We leave to go back to Homestead Farms Hotel at 4:00p.m.; Day 2 will include going to Birch Bay Water-Slides for the WHOLE day!! We will have lunch there as well as a lot of fun—BE SURE AND BRING YOUR BATHING SUIT AND TOWEL! We leave again for the Hotel by 4:00p.m. as the Juniors Banquet is this night as well. The Juniors leave for the banquet at 6:00p.m. and return by 10:00p.m. We are going to Park Bowl which not only has bowling but many other activities to do, along with all the pizza and pop you want to eat!! On Day 3, we will be going Roller Skating at Lynden Skateway—if you don't know how to roller skate don't worry. Someone will help you and there are other activities as well. It will be fun to see the Auxiliary members roller skate!! After Skateway, we will head to the Lynden Park for some more of Joe's good BBQ lunch and will spend time at the park until we leave for the Hotel about 2:30p.m. Hope to see as many Juniors as possible because we want everyone to come and have a good time!!

****PARENT/GUARDIANS: IF YOU WISH TO ATTEND THE JUNIORS BANQUET WITH YOUR CHILD, WHEN YOU CHECK YOUR**

CHILD IN AT THE STATE CONVENTION WITH THE AUXILIARY ON DAY 1, JUST LET THE AUXILIARY KNOW. WE WILL WRITE IT DOWN AND THE COST IS ONLY \$10.00 WHICH WE WILL COLLECT FROM YOU AT THAT TIME. An Association Member came last year and had such a good time with her daughter and other Juniors. We would love to have you come join us!! **

FUNDRAISERS FOR JUNIORS: The Juniors have already started doing some fundraising on their own so if you meet up with a Junior who is selling something for the Fundraiser, please help them out!! There are a variety of things being offered this year and I bet there is something for everyone as this money goes toward helping the Juniors with the activities and scholarships so feel free to buy more than one item if you find something you can't resist. **
ICE CREAM SOCIAL: This is really going to be a YUMMY one of our Fundraisers this year. While the Association is having their BBQ on Sunday, June 22nd from 6:00p.m. to 7:00p.m. in the park, the Juniors and Auxiliary will be setting up an Ice Cream Social there also which will go from 6:30p.m until everyone is full. You can get 2 BIG SCOOPS of ice cream with all the YUMMY toppings for \$5.00—now that is a bargain that no one can resist! So please save room to not only help the Juniors but also really enjoy a great ice cream sundae!!

JUNIOR OFFICER TO NATIONAL: This year our Junior Auxiliary President, Nicole Cowan, would like to go to National again. Last year was a very good experience for her and she would like to attend again this year. Nicole and her Mom, Renee', are putting together a "POOL BASKET" filled with things you can use at the pool or beach for a silent auction. They are also doing food baskets plus, cookie & soup in a jar, with a jar for donations. There may also be some home baked goodies at the BBQ which you can enjoy just by donating what ever you feel you can or want. So please watch for these items and help Nicole however you can!! She is

always helping the Association and Auxiliary as much as she can, and is very much appreciated!

BACKGROUND CHECKS: This year President Joe Horlacher is doing his best to get background checks done on anyone helping with the Juniors, including Auxiliary and Association members at the State Convention. Joe was informed that this can be done in Lynden and doesn't take very long. This is something that the Auxiliary has been striving for, for the safety of the Juniors. The Auxiliary doesn't want anyone to feel intimidated by this as it is for everyone and in the best interest of our Juniors. ** **THE AUXILIARY CAN ALWAYS USE MORE CHAPERONES FOR THE JUNIORS AND WE WOULD REALLY APPRECIATE ALL OF YOU AUXILIARY MEMBERS OUT THERE TO REALLY THINK ABOUT HELPING WITH THIS. IT IS NOT ONLY HELPING YOUR JUNIOR BUT YOU WILL HAVE A GOOD TIME AS WELL. THE CHAPERONES/AUXILIARY MEMBERS EXPENSES ARE COVERED AT THE ACTIVITIES SO PLEASE GIVE THIS SOME THOUGHT AND BECOME AN ACTIVE AUXILIARY MEMBER. THE JUNIORS AND THE AUXILIARY WOULD REALLY APPRECIATE AND ENJOY HAVING YOU!! THANK YOU!****

Last year we had 30 Juniors come to State Convention in Spokane and we hope all of you plus any other Juniors who can make it will come. We had such a good time and know you will have a GREAT time again this year! We look forward to seeing you in Lynden!!

Donna Felgenhauer
 Auxiliary Secretary-Treasurer/District #4Rep.
 209 N. 6th St.
 Oakesdale, WA 99158 PHONE: 509-285-5272
 E-mail: donnafelgenhauer@firststepinternet.com

Convention Registration and Medical Emergency Authorization Form

To be completed by parent or relative/guardian:

Name of Junior Participant _____

First M. Last Age

As parent or legal guardian, I authorize a qualified physician to examine the above named person and in the event of injury to administer emergency care and to arrange for any consultation by a specialist, including a surgeon, he deems necessary to insure proper care of any injury. Every effort will be made to contact parent or guardian to explain the nature of the problem prior to any involved treatment.

Parent or guardian signature _____ Date _____

Parent's phone #: _____

Relationship of contact person: _____

Family Physician's name: _____

Family Insurance Company: _____

Policy Number: _____

Any Known Allergies: _____

Any Special Medications/Needs: _____

Vegetarian: Yes ___ No ___ SHIRT SIZE: _____

Guidelines for Junior Organization:

The junior organization was formed to make the Rural Letter Carrier Convention a family affair. In accordance with this purpose the following guidelines for activities will be followed:

- The convention begins on Monday morning with the Joint Session; therefore, no activities for the JUNIORS will be scheduled before this time.
- Juniors must abide by the DRESS CODE, which is four fingers below the neck, and skirts must be past your fingertips.
- Juniors must be appropriate at all times, and MUST respect everyone
- NO smoking or drinking alcoholic beverages at any time during scheduled activities.
- Children are chaperoned at scheduled activities only. (check program hours.)
- These activities generally coincide with adult meetings, banquets, etc.
- Parents should inform their children as to where to go or meet them; then the sponsors should be informed if there is any unusual situation.
- Parents should tell their children that the sponsors are in charge and they are expected to follow the rules.
- Any child who refuses to abide by the rules will not be allowed to participate in any further activities.
- The ages for participating in JUNIOR activities are 6-20 years old.

I (we) _____ give our child _____

PERMISSION TO PARTICIPATE in the activities sponsored by the Auxiliary and do not hold the Auxiliary or its sponsors responsible for any injuries.

DATE _____ SIGNATURE _____

This year's cost is \$60 for juniors. This includes your Polo-shirt and three days of fun, you might even get some free time. Hope to see you all there! No Nursery or Latch-key.

2007-2008 STATE OFFICERS AND STEWARDS

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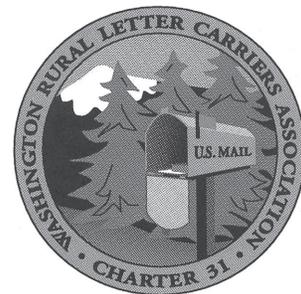
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WASHINGTON RURAL CARRIER

UPCOMING DATES TO REMEMBER

State Convention	June 23-25
National Convention	August 5-8



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