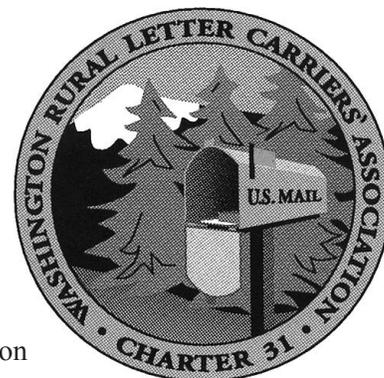


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

April 2010

Where Service Begins With a Smile

Welcome to Spokane

INDEX

President's Report.....	2
V. President's Report.....	2-3
District Reports.....	3-5
State Steward Report.....	6
PAC.....	6
Secretary-Treasurer.....	7-8
Financial Information.....	9-10
Convention Notice.....	10
Campaign Announcements.	11
Convention Registration.....	12
Junior Registration.....	13
Juniors Medical Release.....	14
State Officers & Stewards..	15

Jeanette Dwyer, NRLCA Vice President to attend Washington State Convention

Jeanette P. Dwyer, of Lake Waccamaw, North Carolina, was elected Executive Committeeman of the National Rural Letter Carriers' Association at the 98th National Convention in Portland, Maine, on August 9th, 2002. Jeanette was elected Vice President of the National Rural Letter Carriers' Association at the 104th National Convention in Lexington, Kentucky on August 8th, 2008.



Jeanette began her postal career in 1981 as a Designation 73 substitute and became a regular carrier in 1987. She has served this Association as both Local Steward and State Steward, representing 3,548 routes in the State of North Carolina. She served on Task Force II, along with three other members, on the Stewards Reference Guide.

She continues to have the strong support of Larry, her husband of 40 years. They have one son, Andy, and a 7 year old grandson, Bobby.

Jeanette will continue to work to represent the interest of all rural carriers with the dedication to improve our lot and the resolve to stand up for the true value of rural delivery by the best work force in the Postal Service.

2010 WARLCA State Convention Overview

Patrick Pitts, WARLCA State President

The 104th Annual Convention of the Washington Rural Letter Carriers' Association will be held June 21-23, 2010 at the beautiful Red Lion Hotel at the Park in Spokane, Washington.



There will be a **free Informational Seminar open to all Union members** on Sunday, June 20, 2010 from 12:30 – 3:00 PM. Topics of interest and importance to members of the rural craft will be presented accompanied by a Question & Answer session with your State Steward and State President.

Sunday, June 20, 2010 will also feature our **Sunday Social** at Riverfront Park from 6:00 – 7:00 PM. All are welcome to attend the **Ice Cream Social in the Park!** The cost is \$5.00 per person (children under 2 are free).

The official 2010 State Convention begins at 8:30 AM on Monday, June 21, 2010. We will have one of our National Officers in attendance who will be providing the latest information from the NRLCA National Office.

There will be a meeting on Monday, June 21, at 8:00 AM for those who are attending a State Convention for the 1st time. At this meeting you will learn what to expect during the business sessions of the State Convention, how to participate, and you will have

an opportunity to ask any questions you may have about the convention.

Monday evening will feature training (with dinner) for all newly elected County Unit Officers. The dinner begins at 6:00 PM with the training commencing immediately following dinner. All newly elected County Unit officers are encouraged to attend.

Tuesday evening will be filled with food, fun, and laughter at the annual Convention Banquet. The “banquet” this year will be a **Barbeque in the Park** starting at 6:00 PM and will include a tour of the **2010 National Convention site** from 7:00 PM - 9:00 PM.

The deadline for convention registration is May 31, 2010. There is a late fee of \$20.00 if the registration is not received by the State Secretary/Treasurer by May 31, so register early. The deadline for hotel reservations is May 19, 2010. For room reservations call 1-800-RED-LION (1-800-733-5466) and ask for the WARLCA convention rate.

I look forward to seeing each of you at the 104th Annual Convention of the Washington Rural Letter

Are Misdemeanors Your Problem?

Cheri Freeman, WARLCA Vice President

Recently I was asked what is the most common discipline, or threat of discipline I am seeing in the area I cover as a State Level Steward. My first thought was misdemeanors, as I am attending many investigative interviews on misdemeanors. In some cases, management is quick to jump right to discipline and in others management has had multiple discussions with the carrier and has moved to discipline after the repeated talks have had no effect in lessening



the misdeliveries. Misdeliveries are hard cases to defend. On one hand, we handle so many pieces of mail that it is impossible not to have occasional errors. On the other hand, our customers expect and deserve to receive their mail, and only their mail. In addition, once a customer has received someone else's mail (or their neighbor has brought over their mail that was misdelivered) they will remember that incident forever! If it happens more than once or twice then it is remembered as *always* happening. If you have ever been on the receiving end of an irate customer's tirade on their misdelivered mail you can see why managers get tired of taking those phone calls. Managers want us, as carriers, to fix this problem and make sure it never happens again.

This leaves a carrier between a rock and hard place. We don't ever want to misdeliver mail. We are professional carriers. We pride ourselves in giving good service. But let's be honest. We don't always take the time to our jobs perfectly. The evaluated system rewards being fast, not accurate. Management is also pressuring the carriers to stay under evaluation to make the budgeted office hours look better. So what's the answer?

Let's take a different angle with this issue. The Postal Service is in a time of flux. Our business is changing and morphing and we don't know what that means for our craft. We've had legislative missives to please write or call your National Representatives and Senators to support some legislation and vote against other legislation in order to preserve our jobs. If we are going to receive the support of Congress for our issues we need the support of our customers. We need to have them on our side. We need them to see what they would be missing if we weren't there at their box every day. Public goodwill is the key to maintaining job security. Misdeliveries destroy that goodwill faster than any other bad publicity the Postal Service receives. It fosters all the jokes made at the Postal Services' expense. It sounds so easy to deliver mail – read the name/address and put it in the box with the same name/address. As rural carriers we know that our job is not that easy;

that it takes a lot of physical energy and mental focus all day long, but our customers only see and care about the mail we put into their box. It doesn't matter to them that 99.9% of the mail was delivered accurately if their mail was incorrect. If we're going to win back their goodwill we need to take care of the problem. We need to have the public see us as hardworking, dedicated professionals. I hope we will all take a look in the mirror and see if that professional person is looking back at us.

Attend Your Annual County Meeting

Becky Pike, Dist. 1 Representative

Spring is on the way and so are the annual county meetings. What does that have to do with me you say? EVERYTHING! This meeting will be important in many ways. New officers are elected for the coming year. Resolutions are presented and discussed and if passed are sent on to the State Convention. The delegates at State Convention will discuss them again and vote on sending the resolutions on to National Convention for the delegates to accept or deny them. Who are the delegates at State Convention? You are if you accept this responsibility by putting your name forward at your county meeting and letting those members present vote on sending you to represent them.



Our State Convention in Spokane June 21-23 will be an exciting one this year as it is an opportunity to see first hand what goes into planning a national convention. Washington is hosting our National Convention in Spokane August 17-20. Our co-chairs for the National Convention, Becky Wendlandt and Cheri Freeman, have put their hearts into making this a convention to remember.

Check out our Washington web site, www.warlca.com, for the date of your county meeting. Let's all get involved and share ideas and some fun times together.

You're Involved in an Accident- Do You Know What To Do?

Renee' Cowan, Dist. 2 Representative

Since the beginning of the year there has been an increase of vehicle accidents in my area. I am not sure if it is due to management changing the carriers' schedules and wanting them to hurry up to get out on the street or if it is just due to our members becoming complacent in their day to day work.



I do know that the procedures for reporting a vehicle accident have not changed and I wanted to take this moment to remind you of your responsibilities to report accidents, in accordance with the PO 603 section 173.

When a carrier is involved in an accident they **MUST** notify their supervisor or postmaster. Having your own automobile insurance does not relieve you of the responsibility to submit a report on Form 91, Operator's Report of Motor Vehicle Accident, to your postmaster or supervisor. (Section 173.11)

Section 173.13 states: If you are involved in an accident, regardless of the cause or the amount of damage, remain at the scene until you have:

- (a.) Obtained aid and assistance for any injured person.
- (b) Safeguarded the scene against further accident.
- (c) Secured and protected the mail.
- (d) Notified the postmaster or supervisor, or designee.
- (e) Notified local or state police as required.
- (f) Provided other drivers or principal parties to the accident the information required by law using Form 4585, Postal Driver Accident Information
- (g) Obtained, as far as practicable, the names and addresses of all principals and witnesses using Form 4586, Accident Information. Do not make any statements admitting personal or postal liability, or criminal negligence, or attempt to negotiate an agreement or settlement with anyone.
- (h) Completed SF 91. This report may be prepared

at the scene of the accident or immediately after. You must submit it to your postmaster or supervisor before going off duty on the day of the accident. Regardless of the amount of damage, injury, or deaths, accidents must be reported on SF 91 even though the other principals involved state that no claim will be filed for or against the Postal Service or its employees. SF 91 is also required for accidents involving other postal personnel, equipment, vehicles, or property. Note: If you are physically unable to comply with the preceding instruction, the postal official in charge ensures that the required investigations and reports are made.

I urge all of you to know what you are required to do when you are involved in a vehicle accident.

Submitting Your Resolutions

Cindy (Cynthia) Koker,
District 3 Representative

Many of you have attended your annual county meeting and hopefully have submitted a proposed resolution or constitution change. If you did submit your proposed resolution or constitution change you may already know what the next step is.



The proposed resolutions and constitution changes will go to your State Convention where they will be reviewed by the constitution or resolution committee to see if there are any similar ones. The committee will check the language, categorize and divide them into binding or non-binding. All changes will be given a number; next, copies are made for all the delegates attending the convention, which is in Spokane this year. The delegates will get a chance to review the resolutions before they are voted on. Some will pass and some will fail during the convention. Those that pass will move up to the National Convention which is also in

Spokane this year. The same process will be followed for all proposed constitution changes and resolutions. Some will pass and some will fail. The binding ones are more than suggestions and our NRLCA becomes bound to their language. The non-binding ones are suggestions that can be used by the National Board during the contract negotiations.

Every voice can be heard from every member and all you have to do is attend your local annual meeting to start the ball rolling.

Have a Great Day; Today and Everyday.

Skin Cancer Take Two or OH NO!! NOT AGAIN

Ed Ogdon, Dist. 4 Representative

After the last article on my skin cancer came out I was thanked by many people for reminding them to go see a skin doctor. Did they go? I don't know. Did you go? I did. I called my skin doctor because I had about 5 new dry patches I wanted burned off. It had only been 4 months after the surgery on my face but the collar on my coat kept rubbing this dry spot on my neck and I wasn't going to wait another 8 months to get it burned off. It takes 3 to 6 weeks to get in and when my appointment time finally came they called me in the morning, said the doctor went home sick and I would have to reschedule. That was fine with me, it was only dry spots. Now, when I say dry spots, these things are about the size of hearing aid batteries. They don't hurt, don't itch, are not bumpy and have normal skin color. They just flake off every 2 months or so. The doctor told me it was the skin's inability to repair itself because of sun damage.

They were able to get me in after only 2 more



weeks because of a cancellation. The doctor found another spot she wanted to biopsy. It was a spot about 2 inches away from the spot on my neck that my collar was rubbing on. The results would be ready in 7 to 10 days. 4 days later they called me and said I needed to come in as soon as possible. Man, I hate those phone calls. When they won't tell you your results over the phone and you can magically get in to see the doctor in only a few days you know it's cancer. My first skin cancer was the size of a pin head, the second one the size of a dime. This bad boy was the size of a quarter and had grown in only 5 months!!! Seventeen stitches later and a two and a half inch scar behind my right ear I am HOPEFULLY cancer free as this goes to print.

Do you have the rural carrier tan? You know, just your right arm? Or are you like me, someone who gets out at every stop to service CBUs? Have you ever burned and peeled? Have you ever tanned, even with fake and bake? ALL TANS ARE SKIN DAMAGE, PERIOD. If you have EVER tanned you have skin damage. Most people's bodies are able to repair the damage and never get skin cancer. Please find out if you are one of the unlucky few. Don't wait until it is too late.

Welcome to our New Members

Daniel Burnett	Anacortes
Dawn Anderson	Benton City
James Arvin	Cheney
Sherri Hoepfner	Granite Falls
Sue Metzger	Lopez Island
Steven Vocke	Olympia
Amy Lueck	Puyallup
Sonya Johnson	Rainier
Iris Plough	Spokane
Janine Ragsdale	Spokane

Your Right To A Leave Replacement

Joyce Patteson, WARLCA State Steward

Do you have a leave replacement assigned to your route? If not, you're entitled to one. Article 30.2.A.2 of our National Agreement states in part, "Regular rural carriers shall have the right to require that a leave replacement be assigned to their route." That means that EVERY regular carrier has that entitlement and the route evaluation makes no difference. Even a carrier assigned to an H route that works 6 days per week is entitled to a leave replacement.



If you've ever been denied annual leave (or leave without pay on Saturday if you're assigned to an H or J route) because of no leave replacement being available, you need to file a grievance within 14 days of your leave being denied. This is especially true if management has seemingly done nothing about the lack of leave replacements.

One avenue available to you is to present management with a letter requesting that a leave replacement be hired for your route. Make sure the letter is clear, concise, dated, and signed. Take two copies with you when you give it to management. Have them annotate one of them with the date and their signature or something reasonably equivalent to indicate receipt and keep that copy for your records. Once management receives the letter, they have a 'reasonable amount of time' to hire a leave replacement for your route. In this case, a 'reasonable amount of time' has been defined as 120 days. After 120 days have passed, file a grievance if management has not hired a leave replacement. At that point, management may be required to hire a PTF. Don't let this deter you from utilizing this process and standing up for your rights as the Postal Service is currently in a position where they are trying to avoid hiring career employees. Once they realize we will make use of the tools we have available—the grievance process, they may indeed make every effort to hire either a RCA or TRC.

During the 120-day time frame, have some friendly communication with management to see where they are in the hiring process. It's not easy to hire a leave replacement these days as the whole process begins with a posting on E-Career. The truth is that management may not even understand the steps they need to take in order to begin hiring. If you keep an open line of communication with both management and the steward that represents your office, there may be things we can do to assist them.

I am currently in the process of communicating with District personnel in an attempt to learn how a leave replacement is hired from start to finish. So far, my attempts have not been too successful but if we all work together and stand up for our basic right to a leave replacement, we may all discover what the process entails and at the very least, come out on the other end with a better working relationship with management, and a better working environment for all.

PAC

Susie Hill, PAC Chair

5-day delivery is the currently the main topic of conversation in Postal circles. If this isn't your idea of a good thing for the Postal Service and the American public please write your Senators and Representatives. Another way to help is to donate to PAC.



Your donations will work toward the goals of the rural carrier craft.

And for your donation you have the chance to win the television or \$350 in cash. For every \$20 you donate to PAC you will be entered in the drawing to be held in June at our State Convention in Spokane. Make your check out to NRLCA-PAC and send it to Susie Hill, PO Box 93, Vashon, WA 98070-0093 or sign up for an automatic payment.

WANT TO HEAR THE TRUTH?

Becky Wendlandt, WARLCA Secretary-Treasurer

We are constantly bombarded with how bad the postal service is doing by our PMG Potter. How we need to cut back to 5 day delivery, mail is down, etc, etc. What you never here Potter say is how they are hiring and paying more at the top level? Now why? Since there are fewer employees that actually work the mail, and less mail, why would we need more desk jockeys at the top, enjoying the good life with more pay? Here is the latest statistics, time to hear the truth.



USPS HQ Staff Has Increased 38% Since 2000

PostalMag.com

3/10/2010

Change from end of fiscal year 2009 through PP05 2010

USPS Headquarters	+3.7%
USPS Field (Mgmt)	+1.3%
USPS Postmasters-Supervisors- Managers	-2.02%
USPS Craft Employees	-3.79%

The facts are simply INCREDIBLE! If the statistics from 2000 through 2009 were not enough to cause outrage, this new information should. The numbers of the HIGHEST PAID Postal Employees have actually increased. The employees who actually perform the work on moving the mail, maintaining the facilities and equipment in support of moving the mail has decreased. Everyone reading this should contact their members of congress and give them these figures.

Membership: National is still working on the database and I don't have a clue who the new hires are for the last 6 months. If you have a new RCA in your office would you send me their name and address so I can try to recruit them? I know you have already tried to recruit them, and I would like to keep trying with follow up letters. Our membership is down to what it was in 2004. I sure would appreciate your help.

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 placed on the ballot for State Convention delegate to the 2010 State Convention in Spokane, WA!

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 by mail. **If you have not received a return letter from me 7 days after you sent me your nomination form, please call (509) 710 7840 to verify that I received it. Otherwise your name might not be on the ballot.**

2010 National Convention: Plans have been worked and re-worked for 2010 National Convention. If you can not attend the complete convention, which all members are welcome to attend free of charge, plan on the following highlights:

1. **Golf Tournament:** Our own Joyce Patteson, WARLCA State Steward, is organizing an outstanding golf tournament. Open to all members and guests, it is a golfer's delight. Check with Joyce for all the details and fees.

2. **Meet and Greet (Picnic in the Park)** will be on Sunday August 15th from 6 PM to 8:30 PM at Riverfront Park, Spokane, WA. It is free, but you do need to register ahead of time at WARLCA.com or from the registration form in the May pre-convention issue of the National Rural Carrier Magazine. Besides a deli sandwich, chips, cookie, drink and entertainment from the Air National Guard Jazz Band, we will be having fly-overs with vintage planes (mail planes and bi-planes). See your WARLCA.com website for more details.

3. Check out all the **seminars** in the May pre-convention issue of the National Rural Carrier Magazine. Open to all members for free, these speakers are the ones that control and run our health care plan, dental plan, life and disability plan, federal retirement, OWCP, and Thrift Savings. This is a chance of a lifetime to hear the speakers and ask your questions! Usually they are in the evenings so plan on attending!

4. **National Banquet.** Again open to all members and guests at a nominal \$25 fee which does not even cover the meal, much less the 1st class entertainment. It will be at the Convention Center and will include a well-known country singer (soon to be announced). Registration will be in the National Rural Carrier Magazine.

5. **Opening session** Tuesday, August 17 starting at 8:30 AM. Again open to all members and free. This is an inspiring event with military color guard, the fire department bagpipe color guard, each State President presenting their flags, and a special media presentation featuring pictures from our own Charles Alexander, former State Steward. Cheri Freeman (WARLCA Senior Assistant State Steward) and Mitch Freeman (WARLCA local steward) will be presenting the memorial service, a touching tribute to those loved ones that have passed. The rest of the day features National and Federal speakers, including (hopefully) our U.S. Senator Patty Murray. Check out the agenda in the National Rural Carrier Magazine.

6. **Business Session** is Wednesday, August 18th through Friday, August 20th. Listen and learn as we go through resolutions and proposed constitution changes, as well as financial reports and officer elections.

I hope to see you in Spokane for both State and National Convention!

Make plans now to attend the Conventions and get informed on what is happening in our craft and future!

Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison
 July 2009 through February 2010

	Jul '09 - Feb 10	Jul '08 - Feb 09	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	359,091.71	370,063.21	-3.0%
410000 · National General Insurance-GM...	14,405.62	18,237.84	-21.0%
420000 · Reimbursements & Refunds	36,726.48	22,072.98	66.4%
Total Income	410,223.81	410,374.03	0.0%
Expense			
500000 · Per Capita Expenses	5,463.08	34,619.35	-84.2%
520000 · Meetings and Conventions	59,963.78	71,062.39	-15.6%
530000 · Equipment Expense	1,693.76	3,802.16	-55.5%
550000 · Other Expenses	68,289.99	32,756.75	108.5%
610PA · President - P. Alexander	0.00	434.76	-100.0%
610PP · President - P. Pitts	2,785.22	5,098.02	-45.4%
620CF · Vice President - C. Freeman	4,068.00	4,020.95	1.2%
620PP · Vice President P Pitts	0.00	1,900.19	-100.0%
630RW · Sec/Treas. - R. Wendlandt	10,444.43	35,139.35	-70.3%
631RW · Full Time Sec-Tres -R.Wendlandt	35,805.71	0.00	100.0%
640SH · Editor - Susie Hill	5,258.64	2,805.49	87.4%
645000 · Washington Rural Carrier (WRC)	2,898.81	4,015.10	-27.8%
650RP · District 1 - R. Pike	4,276.47	2,535.95	68.6%
660RC · District 2 - R Cowan	2,047.50	2,498.88	-18.1%
670CK · District 3 - C. Koker	3,982.61	2,564.28	55.3%
680EO · District 4 - E. Ogdon	2,340.50	2,244.56	4.3%
693DS · Retired Rep - D Schrup	0.00	450.00	-100.0%
700000 · Steward Training Expenses	10,652.27	8,271.31	28.8%
700CA · State Steward - C. Alexander	0.00	9,890.69	-100.0%
700JP · Full Time State Stew-J.Patteson	48,366.05	19,887.45	143.2%
701PP · Full Time Assistant-P. Pitts	35,204.73	0.00	100.0%
702CF · Full Time Assistant -C. Freeman	25,772.18	0.00	100.0%
740MH · Senior Asst Stew - M. Hartshorn	10,341.92	8,796.14	17.6%
750PA · Senior Asst Stew - P. Alexander	0.00	9,688.67	-100.0%
770JP · Senior Asst Stew - J. Patteson	0.00	22,017.46	-100.0%
780PP · Senior Asst Stew - P. Pitts	9,148.36	28,625.27	-68.0%
791RC · Senior Asst Stew - R. Cowan	32,548.05	23,563.95	38.1%
792CF · Senior Asst Stew - C. Freeman	9,041.73	15,545.58	-41.8%
872 · Area Steward - A. Lott	2,208.24	0.00	100.0%
873 · Area Steward - M. Faulkner	2,588.23	0.00	100.0%
880LS · Local Steward	320.19	244.66	30.9%
Total Expense	395,510.45	352,479.36	12.2%
Net Ordinary Income	14,713.36	57,894.67	-74.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,612.21	2,353.82	-31.5%
Total Other Income	1,612.21	2,353.82	-31.5%
Net Other Income	1,612.21	2,353.82	-31.5%
Net Income	16,325.57	60,248.49	-72.9%

**Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of February 28, 2010**

	<u>Feb 28, 10</u>	<u>Feb 28, 09</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	19,271.79	5,776.29	233.6%
102000 · Svgs - APCU	61,632.92	96,994.97	-36.5%
103000 · Chkg - Atlanta Postal Credit...	531.19	2,467.90	-78.5%
141000 · C.D.#71 APCU 12 mo (8-1-20...	29,543.78	28,478.78	3.7%
143000 · C.D.#73 APCU-12 mo (2-8-07)	28,583.53	27,657.09	3.4%
Total Checking/Savings	<u>139,563.21</u>	<u>161,375.03</u>	<u>-13.5%</u>
Total Current Assets	<u>139,563.21</u>	<u>161,375.03</u>	<u>-13.5%</u>
TOTAL ASSETS	<u>139,563.21</u>	<u>161,375.03</u>	<u>-13.5%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Liabilities	12,484.26	1,265.49	886.5%
Total Other Current Liabilities	<u>12,484.26</u>	<u>1,265.49</u>	<u>886.5%</u>
Total Current Liabilities	<u>12,484.26</u>	<u>1,265.49</u>	<u>886.5%</u>
Total Liabilities	<u>12,484.26</u>	<u>1,265.49</u>	<u>886.5%</u>
Equity			
390000 · Net Assets	110,753.38	99,861.05	10.9%
Net Income	16,325.57	60,248.49	-72.9%
Total Equity	<u>127,078.95</u>	<u>160,109.54</u>	<u>-20.6%</u>
TOTAL LIABILITIES & EQUITY	<u>139,563.21</u>	<u>161,375.03</u>	<u>-13.5%</u>

NOTICE OF WARLCA STATE CONVENTION AND ELECTION OF OFFICERS

The State Convention of the WARLCA (Washington Rural Letter Carriers' Association) will begin Monday at 8:30 AM, June 21, 2010, at the Red Lion Hotel at the Park, 303 W North River Dr., Spokane, WA.

The following Officers Will Be Elected:

President and Vice President-----One-Year Term
 Secretary-Treasurer and Editor-----Two Year Term
 District Two and District Four Representatives-----Two-Year Term

There will also be elections to fill vacancies if any of the other Representative's positions become vacant during State Convention. A Nominating Committee will nominate at least one candidate for each of the 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 20, 2010:

12:30 PM to 3 PM: FREE INFORMATIONAL SEMINARS FOR ALL UNION MEMBERS

Mini-Seminars concerning hot topics about your job and current issues.
 Q and A Time with your State Steward and State President from 3 PM to 5 PM

Campaign Announcements

Hello fellow rural carriers. My name is Renee' Cowan and I have been fortunate enough to have been elected to represent Washington Rural Carriers at the last few National Conventions. Once again I am seeking the support of my fellow carriers in becoming a delegate to the National Convention to be held in Spokane, Washington.

When you receive your ballot this year, and are making your selection as to whom you want to send to the National Convention, remember that these people will be representing your voice, and the voice of Washington Rural Carriers. This will be the last National Convention prior to our National Officers going into contract negotiations with the Postal Service and the delegates you send will be responsible for not only selecting the National Officers, but voting on resolutions that could become the bargaining points in the upcoming contract negotiations with the Postal Service.

Thank you in advance for your consideration and support

Renee' Cowan

Greetings rural carriers! I am Colleen Headley and I am running for one of the delegate positions for the NRLCA 2010 National Convention.

A little background—I started as a RCR in 1986, converted to RCA in 1987 and became a regular carrier in 1991. I have been in the Snohomish office all of this time. I have served as K-S Counties Vice President and am currently serving as K-S Counties Secretary-Treasurer. I have also spent a little time as a Local Steward.

I have been an attendee/participant at various union meetings for some time now—at least 12 years by my reckoning. To be involved is to be an informed employee. The time has long passed when we can stick our heads in the sand and expect management to take care of us. I respectfully request the opportunity to represent you at our National Convention by asking for your vote.

Toward that end I am going to ask you, the WARLCA member, to be an active member of the Union in a very easy way. When you receive your ballot full of National Delegate nominees,

please take a moment and vote your ballot. Even if you recognize only ONE name on that piece of paper, please vote it and get it in the mail. The ballot helps you and the stamp will help the mail flow—and like it or not, we do need all the help we can get! Thank you.

Dear Fellow Member of the Washington Rural Letter Carrier's Association,

For many years now, you have allowed me to represent you as your **delegate to the National Convention**. It is vitally important, based on the current climate and conditions, for you to give careful consideration to who is chosen as your delegate.

The National Officers elected by your delegates at this year's convention, will be the persons who will negotiate our new contract with the Postal Service. Additionally, your delegates to the National Convention will be asked to vote on Resolutions and Constitution 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 1746

Orting WA 98360-1746

(360) 620-6235

WARLCA 2010 STATE CONVENTION REGISTRATION

**June 21, 22, 23, 2010 at Red Lion Hotel at the Park, 303 W North River Dr., Spokane, WA
Room rates are \$102.95 single/double and \$112.95 for triple/quad.**

Call 1-800 Red Lion (1-800-733-5466) Room Reservations Deadline is May 19, 2010.

Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying At Red Lion? _____ (we have to meet room night guarantee)

There is a \$40 fee per delegate for registration which includes the Sunday social.

Fee will be waived if the lunches listed below are purchased for all three days (Monday, Tuesday, and Wednesday). A late fee of \$20 will be added if the registration is not

RECEIVED by May 31, 2010 in the State Sec/Treas Office.

Sunday, June 20: 12:30 PM to 3 PM: FREE INFORMATIONAL SEMINARS FOR MEMBERS

Mini-Seminars concerning hot topics about your job and current issues.

Q and A Time with your State Steward and State President from 3 PM to 5 PM

Attending the Sunday Seminars? # attending _____

Sunday, June 20: Sunday Social 6 PM to 7 PM All Welcome

Cost Each: \$5 (under age 2 free) Ice-Cream Social In the Park # attending _____ \$ _____

MONDAY, JUNE 21: CONVENTION STARTS AT 8:30AM

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

Monday Beef Stroganoff, Salad & Desert Lunch \$15 each # attending _____ \$ _____

County Officers Training Monday Evening (Rigatoni & Alder-Smoked Chicken) at 6 PM

(Free to newly elected and pre-registered 2010/2011 Presidents, V. Presidents, and Sec/Tres)

All welcome – cost to all others \$25 each. # attending _____ \$ _____

TUESDAY, JUNE 22: CONVENTION STARTS AT 8 AM

Tues. Macadamia Chicken, Salad & Desert Lunch at \$15 each # attending _____ \$ _____

Tuesday Evening Barbeque in the Park at 6 PM \$15 each # attending _____ \$ _____

(Includes tour of 2010 National Convention Site from 7 PM to 9 PM)

WEDNESDAY, JUNE 23: CONVENTION STARTS AT 8 AM

Wednesday Lunch (Build your own sandwich/soup) \$15 # attending _____ \$ _____

Check here if you want all Vegetarian Meals 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, 2010 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 15, 2010 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

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 use appropriate behavior 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 refuse 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 _____

_____ Print Name(s) _____ Print Name

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

Parent or guardian signature **Date**

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. We will be crossing into Idaho for some of the activities.

STATE OFFICERS AND STEWARDS

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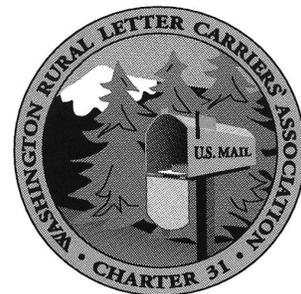
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WASHINGTON RURAL CARRIER

UPCOMING DATES TO REMEMBER

Western States-Denver April 22-24
State Convention Spokane June 21-24
National Convention Spokane August 17-20

Annual County Meetings-check dates at WARLCA.com



Where Service Begins With a Smile