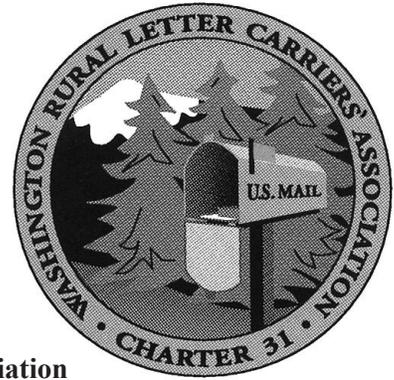


WASHINGTON RURAL CARRIER



Official Publication of the Washington Rural Letter Carriers' Association

April 2012

Where Service Begins With a Smile

STATE CONVENTION 2012 IN WENATCHEE

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SUSAN T. KNAPP, EXECUTIVE COMMITTEEMAN NATIONAL RURAL LETTER CARRIERS' ASSOCIATION VISITS WASHINGTON

Susan Knapp was born in Syracuse New York. One of 7 children, she is the only girl. Susan has been married to Gerald Knapp since 1976; they have three children and 8 grandchildren. Susan and Gerald live in Middletown NY.

Originally hired by the USPS as an RCR, Susan was appointed to the position of regular rural letter carrier at the Middletown NY Post Office in 1985 where she was elected as a local steward. She transferred to the New Hampton Post Office in 1988.



Susan has served in the steward system for over 20 years and was State Steward for the New York RLCA for 11 of those years.

In 2003, Susan was appointed by the National Rural Letter Carriers' Association as a Grievance Specialist, handling Step 3 appeals for the Northeast and New York Metro Areas as well as portions of the Eastern and Great Lake Areas. In that position, Susan handled grievances at the Step 3 level of the grievance process and participated in arbitrations as a technical assistant under the direction of the National Director of Labor Relations.

Susan was first elected to the position of Executive Committeeman for the National Rural Letter Carriers' Association on August 8, 2008 in Lexington Kentucky and was re-elected in Spokane WA to a four year term on August 20, 2011. Since her election, Susan has been assigned to the Northeast Area as well as part of the Eastern Area.

What's It Worth to You to Keep Your Job?

Cheri Freeman

WARLCA President

The Fight: The House of Representatives has one bill that has made it to the floor – HR 2309. This bill ends 6 day delivery, closes Post Offices that aren't making money (think rural), ends bargaining agreements (think contract labor), and drastically increases employee costs for health and retirement benefits (if you're still eligible, which you might not be if you become a contract carrier). I repeat: This is the ONLY bill that has made it onto the floor of the House. Now, add to this the Postmaster General's endorsement of this bill and you have the recipe for the dismantling of the Postal Service as we know it. It also means the dismantling of YOUR JOB as you know it!



The Battle Plan: Your Union has been fighting this bill with phone and letter campaigns asking you, the membership to call and/or write your Congressman/woman opposing this legislation; Petition drives coupled with Rallies in front of local Congressional offices to present the signed petitions; lobbying on Capitol Hill by our National Officers, legislative staff, and the State Presidents & Vice Presidents; and using PAC monies to support legislators who support us. However, we have not had the money or manpower to fight the misinformation that has permeated the airwaves viewed by the American public. We have become the poster child as the example of

failed big government, even though no tax payer money has been spent. Time after time I read articles that complain about tax payer bailouts and demand the Postal Service be privatized. Several Op-Ed columns have specifically targeted carriers as overpaid, lazy, Union-protected parasites.

Solution: We have to work together as one Union united in this fight. We need to yell from the roof tops that rural America needs the Postal Service for delivery of their medicines, parcels and letters. We need every carrier, every spouse, every child and every neighbor to know how this legislation would affect their life. From the carrier's ability to support their family, to the neighbor's business where we spend our money, we need to show the value to our communities of having a living wage. Your Union needs you to support PAC so we can fight your battles on Capitol Hill. We need you to call your Congressman to oppose HR 2309. My suggestion is a new morning routine: make coffee, call your congressman, brush teeth – and yes I mean everyday! If we lose this war, it's not the Union who has lost – it's your job on the chopping block. What are you willing to do about it?

United We Stand, Divided We Beg: Your Union is also in a fight with management over the increased volume and severity of discipline being issued around the district. It feels like management is doing its best to bankrupt our state as the grievance level continues to rise. At the same time, route consolidations have reduced the number of routes in our district and thus a reduction in Union membership. We do not have the luxury of picking and choosing the grievances we process. All grievances require and get the best support we can offer. But fewer and fewer carriers are paying for the service. When you put the needs of the Steward System with the needs of fighting our battles over Postal legislation you can see what a precarious position we're in. We need you all to help us recruit new members. Please invite the non-members in your office to the next county meeting. Invite them to stand with us to fight for all our jobs and the benefits that come with it. Invite them to be united as a craft.

UNITED WE STAND, DIVIDED WE BEG!

I want to personally thank each and every one of you who is reading this column, for being a Union member and paying your dues to help us in this fight. You have put your money where your mouth is and I want you to know how much I appreciate it!

How Can I Be Over 2080 Already?

Monte Hartshorn

WARLCA Vice President

Have you ever had your manager come up to you and say that you have to go faster, be under your evaluation because you are on the 2080 report? Generally, the common response is “OK”, but does the rural carrier really know what is going on? Should they work faster, cut a few corners just to be under evaluation?



2080 is 40 hours multiplied by 52 week. The guarantee year usually begins in mid October and ends after 52 weeks. The *Fair Labor Standards Act (FLSA)* requires hours over 40 be paid at the overtime rate. Since rural carriers are paid by our route evaluations and most of our routes are evaluated at over 40 hours per week, 2080 can be an issue. To “help” us, management has 2080 reports to aid them in determining which carriers are in danger of exceeding 2080. This report starts coming out in January and is a **projection** based upon hours already worked, and if you continue to work at that rate.

The problem with management’s report is that it is only a projection and misses some key points. Usually mail volume from October to January is some of our heaviest. The parcel volume in December can be time consuming and most carriers do not take a lot of time off from November through January. So, heavy volume and not taking a lot of time off makes management’s projection look like we will be over 2080 by a lot.

So, how should a rural carrier respond to management informing them that they are on the 2080 list?

- First, **DO NOT TAKE SHORT CUTS!!!!** It makes no sense to save a couple of minutes while putting ourselves and our jobs at risk by having either an industrial or vehicular accident. Safety must come first. We work so we can enjoy life, not live to work. So, to enjoy our lives, we must come home to our loved ones in the same shape that we left home.
- Do note to management the heavier volume of October through January. Also remind them that their report is only a projection.
- Remind them that we have a 2080 guarantee where we have promised to take annual leave to be under 2080. Let them know what you have in your annual leave bank.
- Management can not require a rural carrier to take Leave without Pay (LWOP) to be under 2080.
- Make sure that you are not using “time wasting” practices that management can make an issue of.
- If you have any denied leave, make sure you keep copies of the leave request (PS 3971) that was denied.
- Make sure that your box count, mileage, dismounts, parcel lockers and collection compartments are correct on your latest PS4241-A. This will help insure that your evaluation is correct and you are not working for free.

What can I expect from management?

- First, management should observe you, watching for time wasting practices.
- Management may by-pass you on the Relief Day Work List.
- Management may adjust your route to a smaller size to reduce work hours.

If management decides to adjust your route, you should contact your steward immediately.

On a different note, please remind all rural craft employees that it is only the Union which is fighting

for their jobs. Six day a week delivery is being debated in Congress and may determine the job status of a majority of our RCAs. In addition, the Union is fighting to get back the overpayments that have cost the Postal Service the ability to be profitable. We are only as strong as our members...United we stand, divided we beg...

Remember, we work Safely, we work Accurately, and we work Efficiently.

“Your Future, It Is Up to YOU!”

Becky Wendlandt

WARLCA Secretary-Treasurer

Western States Conference

Updates: I just returned from Western States Conference (a mini National Convention) in Missoula, Montana where 14 Washington members listened to updates and asked questions of the 7 National Officers, a Montana Senator, APCU, GMAC, RCBP representatives, the NRLCA director of governmental affairs, and NRLCA’s legal counsel. With a total of just under 100 members in attendance it is truly an amazing opportunity to visit with the National officers and have ALL your questions answered. Next year it will be in Henderson, Nevada on April 24-26, 2013. It starts Wednesday evening with a meet/greet and steward updates (open to all and very interesting). All day Thursday and half day Friday are speakers and questions from the floor. Check out our own WARLCA.com to see some photos from this year. Patrick does an amazing job on our own website!



NRLCA Director of Labor Relations Joey Johnson thought we might have a contract by the middle of May, and Director of Steward Operations Robert Horne said the USPS could call for a national mail count in September. Hopefully the contract will be good and we don’t have to go through another stressful mail count, but it is what it is! Most of the time in today’s working environment I feel like

I’m a victim of the USPS instead of an employee. I keep reminding myself that my customers are the reason I love my route.

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 gotten a return postcard 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.**

State Convention: Time to register for state convention! You will see the form in the paper and on our website, WARLCA.com. Don’t forget to make your room reservation too. The Red Lion in Wenatchee includes a wonderful “roaring start” breakfast with your room reservation. Saturday night is the meet and greet, and the convention officially starts Sunday morning and ends Tuesday. County Officers’ Training and Banquet is Sunday evening and is free (and fun) for all county officers for 12/13 year. With the new National Steward System going into effect November 3, 2012 we will have lots of information and changes for our members. Come and find out what it means to you!

Retirement: Thinking of retiring in the next 10 years? Start planning now! The most important part of your retirement is thrift savings for FERS employees. You need to contribute at least 5% in order to receive the USPS match. Remember, thrift savings is tax deferred, so not only are you putting money in your own account, you are saving on federal taxes. For example, if you have \$10,000 taken out of your \$40,000 wages, your W2 at the end of the year would show that your taxable wage is \$30,000.00. Your retirement will be what you put into it now. You can find out more about thrift savings at: <https://www.tsp.gov/index.shtml>

One great website to give you information on how much you will be receiving once you retire is: <http://www.opm.gov/retire/tools/calculators/ballpark/BallparkIntro.asp>

Your future is up to you. Start saving money for it and learn how to handle stress from work so you can live to enjoy it!

Congratulations to 50-Year Member

Mickey Mackey

Mariann Faulkner

District 1 Representative

Mickey Mackey started his postal career in October of 1944. His starting wage was 65 cents an hour. His career was interrupted by WWII, when he left to join the Marine Corp. After his Honorable Discharge he returned to the Postal Service working different positions. In 1957 he was appointed by Senator Henry M. Jackson to Rural Route 1 in Moxee, Washington, where he retired from in 1982. Mickey served his customers well; at Christmas time he dressed in a Santa suit and delivered candy to the children on his route. The only time he could not deliver his route was when Mount St. Helens erupted.

Mickey became an officer of the State Association and was appointed State Auto Insurance Director, President of the Armed Forces Club and Investment Committee; in 1986 he was Rural Carrier of the Year. Since his retirement from the Postal Service Mickey has continued his volunteer work as a member of the Masonic Lodge, the Scottish Rite Lodge, the Shriners, the American Legion, the Selah Park Board, Junior Achievement Award program and the Methodist Church. Congratulations Mickey for your years of service to the rural craft and 50 years of membership in the NRLCA.



Whose Pressure Is It Anyway?

Renee' Cowan

District 2 Representative

More and more we are hearing carriers relaying that they are receiving pressure from their managers or Postmasters to hurry up. We are also going to more and more investigative interviews for carriers who were involved in a vehicle accident or suffered a work related injury.



My article today is concerning the pressures you may be feeling at work. With all of the reports our managers have to submit on-line, all of the requirements (or standards) they have to meet and the dreaded percent-to-standard, management seems to be trying to give us some of their pressure. Remember that it is their pressure, not yours.

We are held to a weekly evaluation, not a daily evaluation. We agree to take sufficient annual leave to stay under 2080 hours per year. We also agree to work under a certain condition, which is our contract, and we agree to follow the PO 603 and other Postal handbooks to fulfill our job requirements.

I urge every rural carrier to read and become very familiar with the PO 603 and know your rights; this will be one of the most important things you can do for yourself in the environment in which we work today. If you know your job and know your rights, then you are far less likely to be in one of the many investigative interviews I spoke of above.

It's as easy as 1, 2, and 3.

1. Work safely. (Management should not be putting undue pressure on a carrier to finish their route within or under the evaluation of the route; this could create an unsafe situation.
2. Be accurate.... It doesn't matter how fast you are if you are delivering the wrong mail.

- 3. Work in an efficient manner.

Carriers should be performing their duties as efficiently as possible. We also need to make safety and accurate deliveries a priority.

PO603: Section 1.

12: Basic Rural Carrier Responsibilities include, but are not limited to, the following items:

- A. Reporting to work promptly, as scheduled.
- F. Completing Form 4240 daily to accurately reflect actual hours and minutes worked each day.
- H. Making a conscientious effort to develop and maintain the skills necessary to satisfactorily and safely perform all duties assigned.

M38 211 (Relevant portion): Management must manage and supervise rural operations effectively and efficiently and in conformance with regulations and policy guidelines.

I want to remind you that your safety is more important than management meeting their numbers!!

Convention Time in Wenatchee

John Lee
District 3 Representative

The WARLCA Convention starts June 24 and runs through June 26, 2012, Sunday –Tuesday. It will be held at the Red Lion Hotel, Wenatchee, WA. We will have Complimentary breakfast



for hotel guests. Room rates start at \$106 single queen, double queen at \$116, triple rate at \$126, quad at \$136, plus taxes. Call 1-800-733-5466, room reservations deadline is May 24, 2012.

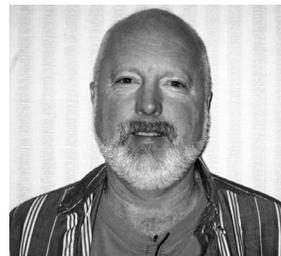
Please plan to attend so that you can vote for your board members; President, Vice President, Secretary/Treasurer and two District Representatives. Help us to create the best resolutions and constitution changes so that they will be accepted at the National Convention. Also plan to be a part of our meet and greet and banquet. All the forms for registration are on our web site; please send your registration in today.

I want to thank all of our Union membership for all of your hard work over the past year and the quality customer service you have given to your customers. Be safe and enjoy your life whenever possible.

Safety First is the Message

Edward Ogdon
District 4 Representative

A few years ago there was a rural carrier who didn't curb the wheels of the vehicle, set the emergency brake or shut off the engine when they had a dismount. One day they tried to put it into



Park but put it into Reverse instead, jumped out, and then watched the Jeep roll backwards across an elementary school parking lot and strike a parked truck. Yup, they lost their job. A city carrier told me that when he started at the Post Office 30 years ago he would purposely leave his Jeep in gear, jump out to deliver the mail across the sidewalk, take a few steps to catch up to his now rolling postal vehicle, (they were the ¼ ton Jeeps back then), jump back in and go to the next box! His Jeep actually got away from him once and hit someone's garage door. He obviously got to keep his job. The Post Office's attitude about roll away/run away accidents has apparently changed over the last 30 years. The Post Office has learned that it is cheaper to have us work safely than it is to pay us to be off the job and pay an additional carrier to run our route. Many people feel the Post Office is taking the safety issue too far but I was told that

the Seattle District is very low on the list dealing with safety statistics in the entire United States. So you know what runs downhill! We must all work hard every day to work safely. It is easier for us to work safely than it is for the Union to try to defend our unsafe work habits.

The Post Office is changing and these are perilous times for our Union. I strongly encourage you to step up and become more involved in your union. Become a local steward, go to all your county meetings and State Convention, live large and go to National Convention. Over 2/3 of the State Board positions are up for elections every year including this year where there will be at least 2 vacant positions to fill. I feel I give up my right to complain about a problem unless I am willing to be part of the solution and I hope you feel the same.

LEAVE AND THE CONTRACT

Patrick Pitts

WARLCA State Steward

There have been many calls and email questions received by state-level stewards concerning annual leave, sick leave, and leave without pay (LWOP); so much so that I thought it would be beneficial to provide some basic information concerning these topics. It is important to note that this is not intended to be comprehensive and/or complete information nor would it be possible in the limited space available to cover all aspects of the referenced topic. I encourage you all to take the time to become familiar with Article 10 of the USPS-NRLCA National Agreement (contract). As always, if you have any questions concerning the usage of leave, those questions should be directed to your steward representative. Your local manager should be a reliable source of information concerning annual, sick, or leave without pay.



In general, the USPS policy should be to administer the leave program on an equitable

basis for all employees, considering the needs of the Postal Service and the welfare of the individual employee. USPS officials are obligated to not only administer the leave program, but to inform employees of their leave balance, approve or disapprove (appropriately) leave requests, and to record leave in accordance with related handbooks and manuals. Managers are also tasked with controlling unscheduled absences which are defined as any absence from work that is not requested and approved in advance. There are some managers who may employ methods which could be construed as intimidating, harassing, and/or badgering in their effort to control unscheduled absences; managers are instructed to inform employees of leave regulations, discuss attendance records with individual employees when warranted, and maintain and review PS Form 3972 (*Absence Analysis*) and 3971 (*Request for or Notification of Absence*). Improper techniques aimed at controlling unscheduled absences should be addressed through the appropriate channels.

As USPS employees we are required to request leave by completing the PS Form 3971 and obtaining approval before taking leave - except in cases of emergencies. An exception to the advance approval requirement (annual leave) is made for emergencies; however, in these situations, the employee must notify the appropriate postal authority of the emergency and the expected duration of the absence as soon as possible. A similar exception to the advance notification/approval requirement is made for sick leave. Leave requests from rural carriers must be approved in accordance with Article 10 of the USPS-NRLCA National Agreement.

Regarding the PS Form 3971; the employee is to request leave in writing, in duplicate, utilizing this form. The supervisor is responsible for approving or disapproving the request by signing the form, a copy of which is given to the employee. If the supervisor does not approve a request for the leave, the Disapproved block on PS Form 3971 is checked and the reasons given in writing in the space provided. These forms are

to be retained by the installation head for 2 years from the date the leave is taken or disapproved and are then destroyed.

In general, annual leave is provided to employees for rest, for recreation, and for personal and emergency purposes; sick leave insures employees against loss of pay if they are incapacitated for the performance of duties because of illness, injury, pregnancy and confinement, and medical (including dental or optical) examination or treatment. A limited amount of sick leave may also be used to provide for the medical needs of a family member. Qualifying rural craft employees in a leave earning status, in certain situations, are allowed to take up to 80 hours of their accrued sick leave per leave year to give care or otherwise attend to a family member with an illness, injury, or other condition that, if an employee had such a condition, would justify the use of sick leave.

For annual leave, if the leave is approved and the employee has an insufficient leave balance, the leave is changed to LWOP when the employee's pay is processed. For regular carriers, annual leave is earned in accordance with the Employee Labor Relations Manual (ELM) 512.311 and the terms of the national agreement, and is taken in minimum units of 1 day (8 hours) provided a leave replacement is available. An RCA who has been assigned to (as the primary leave replacement) and served in excess of 90 days on a vacant route, or on a route from which a rural carrier is on extended leave, or after an RCA has been assigned to and served in excess of 90 days on an auxiliary route, he or she may take the accrued annual leave and is charged in minimum units of 1 day for regular routes, or 1 hour for auxiliary routes provided a leave replacement is available. On the first day of the pay period following the 90 days of service, the RCA is credited with annual leave accrued for the 90-day qualifying period.

Regular carriers are credited at the beginning of the leave year with the total number of annual leave hours that they will earn for that leave year. (The leave year begins with the first day of the

first complete pay period in a calendar year and ends on the day before the first day of the first complete pay period in the following calendar year). Leave credit at the beginning of the leave year reflects any change in an employee's accrual rate for that year. It is important to note that your leave balance (credit) may be reduced during the year based on the amount of time spent in a non-pay status. When an employee's absence in a non-pay status totals the equivalent of 1 pay period of regular service during the leave year, credit for leave is reduced by the amount of leave earned by the employee in a pay period.

Sick leave for regular carriers is credited at the end of each biweekly pay period in which it is earned. Sick leave (earned and unused) accumulates without limitation. Sick leave cannot be granted until it is earned, except as provided in section 513.5 of the ELM (Advanced Sick Leave). An employee who is in a sick leave status may not engage in any gainful employment unless prior approval has been granted by the appropriate authority.

The conditions for which sick leave should be approved are multiple and varied; and as mentioned earlier include but are not limited to illness or injury, pregnancy and confinement which would include absences required for physical examinations or periods of incapacitation, medical, dental, or optical examination or treatment, caring for a family member afflicted with a contagious disease or if an employee has been exposed to a contagious disease and would jeopardize the health of others, and for eligible employees to care for a qualifying family member if that person has an illness, injury, or other condition that, if the employee had such a condition, would justify the use of sick leave. It is important to note that each of the conditions/situations above, especially that of caring for a qualifying family member have their own unique qualifying regulations, policies, and or procedures.

As mentioned above, request for sick leave is made in writing, in duplicate, on PS form 3971. If the absence is to care for a family member, this fact is

to be noted in the Remarks section. For periods of absence of 3 days or less, supervisors may accept the employee's statement explaining the absence. Medical documentation or other acceptable evidence of incapacity for work or need to care for a family member is required only when the employee is on restricted sick leave or when the supervisor deems documentation desirable for the protection of the interest of the Postal Service. Substantiation of the family relationship must be provided if requested.

For absences in excess of 3 days, employees are required to submit medical documentation or other acceptable evidence of incapacity for work. Employees who are on sick leave for extended periods are required to submit at appropriate intervals, but not more frequently than once every 30 days, satisfactory evidence of continued incapacity for work or need to care for a family member unless some responsible supervisor has knowledge of the employee's continuing situation. When employees are required to submit medical documentation, such documentation should be furnished by the employee's attending physician or other attending practitioner who is performing within the scope of his or her practice. The documentation should provide an explanation of the nature of the employee's illness or injury sufficient to indicate to management that the employee was (or will be) unable to perform his or her normal duties for the period of absence. Normally, medical statements such as "under my care" or "received treatment" are not acceptable evidence of incapacitation. Supervisors may accept substantiation other than medical documentation if they believe it supports approval of the sick leave request.

Leave Without Pay (LWOP): LWOP is an authorized absence from duty in a non-pay status. LWOP may be granted upon the employee's request and covers only those hours that the employee would normally work or for which the employee would normally be paid. FLSA-exempt employees must take LWOP in 1-day increments except when they are taking leave protected under the Family and Medical Leave

Act (FMLA). LWOP is different from AWOL (absent without leave), which is a non-pay status due to a determination that no kind of leave can be granted either because the employee did not obtain advance authorization or the employee's request for leave was denied.

Each request for LWOP should be examined closely, and a decision made based on the needs of the employee, the needs of the Postal Service, and the cost to the Postal Service. The granting of LWOP is a matter of administrative discretion and is not granted on the employee's demand except as provided in the collective bargaining agreement or related handbooks, manuals, and/or federal regulations. In granting approval for extended LWOP, the granting official should have reasonable expectation that the employee will return at the end of the approved period. LWOP is not granted for the purpose of enabling an employee to "try out" or to accept other employment. Installation heads may approve requests for LWOP that are not in excess of 1 year. District managers may approve requests for LWOP that are not in excess of 2 years. Exhibit 514.4 of the ELM identifies acceptable reasons and instructions for LWOP.

As you can well understand there are substantial requirements which apply to leave usage and they vary based on the type of leave requested as well as the underlying reason for the leave. The ELM itself has some 67 pages of information concerning leave and additional information is contained in not only the national agreement, but other related handbooks and manuals.

It is hoped that the information above will provide you a starting point on understanding the USPS leave policy and I reiterate my encouragement to direct questions you may have to the appropriate steward representative.

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

July 2011 through March 2012

	Jul '11 - Mar 12	Jul '10 - Mar 11	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	360,615.86	360,698.57	0.0%
410000 · National General Insurance-GM...	11,744.62	14,260.35	-17.6%
420000 · Reimbursements & Refunds	9,530.50	52,778.65	-81.9%
Total Income	381,890.98	427,737.57	-10.7%
Expense			
500000 · Per Capita Expenses	1,105.94	1,259.42	-12.2%
520000 · Meetings and Conventions	68,034.97	21,603.98	214.9%
530000 · Equipment Expense	783.66	3,584.53	-78.1%
550000 · Payroll Txns-Acct Fees-Other Exp	52,775.34	68,663.50	-23.1%
610CF · President - Cheri Freeman	3,454.35	728.45	374.2%
610PP · President - P. Pitts	0.00	2,105.40	-100.0%
620CF · Vice President - C. Freeman	0.00	4,720.96	-100.0%
620MH · Vice President - M. Hartshorn	2,533.19	0.00	100.0%
620RP · Vice President - R. Pike	20.00	1,541.45	-98.7%
630RW · Sec/Treas. - R. Wendlandt	36,507.69	46,012.42	-20.7%
640SH · Editor - Susie Hill	1,789.81	5,824.67	-69.3%
645000 · Washington Rural Carrier (WRC)	3,380.93	3,125.21	8.2%
650MF · District 1 - M. Faulkner	3,359.70	0.00	100.0%
650RP · District 1 - R. Pike	0.00	2,337.90	-100.0%
650SH · District 1 - Susie Hill	0.00	469.66	-100.0%
660RC · District 2 - R Cowan	2,689.70	3,489.92	-22.9%
670CK · District 3 - C. Koker	134.82	5,274.86	-97.4%
670JL · District 3 - J. Lee	4,235.67	0.00	100.0%
680EO · District 4 - E. Ogdon	3,663.48	3,916.93	-6.5%
700000 · Steward Training Expenses	11,114.42	12,533.76	-11.3%
700JP · Full Time State Stew-J.Patteson	0.00	11,803.43	-100.0%
700PP · Full Time State Stew - P. Pitts	59,941.32	52,832.97	13.5%
701PP · Full Time Assistant-P. Pitts	0.00	8,423.82	-100.0%
740MH · Senior Asst Stew - M. Hartshorn	11,449.60	9,942.48	15.2%
770JP · Senior Asst Stew - J. Patteson	18,866.01	12,803.33	47.4%
791RC · Senior Asst Stew - R. Cowan	32,421.15	40,708.10	-20.4%
792CF · Senior Asst Stew - C. Freeman	30,570.15	31,881.40	-4.1%
873MF · Area Steward - M. Faulkner	858.17	2,776.17	-69.1%
874JT · Area Steward - J. Taylor	3,501.50	2,118.00	65.3%
875JW · Area Steward - J. Walla	5,350.51	0.00	100.0%
880LS · Local Steward	150.79	55.26	172.9%
Total Expense	358,692.87	360,537.98	-0.5%
Net Ordinary Income	23,198.11	67,199.59	-65.5%
Other Income/Expense			
Other Income			
450000 · Interest Income	1,392.65	1,480.08	-5.9%
Total Other Income	1,392.65	1,480.08	-5.9%
Net Other Income	1,392.65	1,480.08	-5.9%
Net Income	24,590.76	68,679.67	-64.2%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of March 31, 2012

	Mar 31, 12	Mar 31, 11
ASSETS		
Current Assets		
Checking/Savings		
101000 · Chkg - WA Trust Bank	21,960.67	1,264.36
102000 · Svgs - APCU	57,432.63	63,946.54
103000 · Chkg - Atlanta Postal Credit Un	1,013.48	297.15
104000 · Emergency Fund - APCU	20,434.24	6,810.79
141000 · C.D.#71 APCU 12 mo (8-1-2006)	30,874.63	30,417.18
143000 · C.D.#73 APCU-12 mo (2-8-07)	29,641.31	29,241.54
Total Checking/Savings	161,356.96	131,977.56
Total Current Assets	161,356.96	131,977.56
TOTAL ASSETS	161,356.96	131,977.56
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Other Current Liabilities		
210000 · Payroll Liabilities		
210100 · 941 Employee FICA Tax W/H	-4,079.81	-4,293.03
210400 · 940 (FUTA) Federal Unemployment	264.25	265.84
210500 · State Unemployment Tax	123.38	313.90
210600 · Labor and Industries Tax	659.51	582.89
220000 · Full Time Employee Liabilities		
220100 · Full Time Life Insurance	30.68	30.90
220200 · Full Time FERS Liability	603.94	613.18
220300 · Full Time Health Insurance	1,189.72	1,140.46
220400 · Full Time Thrift Savings	0.00	0.02
220500 · Full Time Accrued Annual & S/L		
220502 · Patrick Pitts Accrued A/SL	16,433.02	12,018.17
Total 220500 · Full Time Accrued Annual &...	16,433.02	12,018.17
Total 220000 · Full Time Employee Liabilities	18,257.36	13,802.73
Total 210000 · Payroll Liabilities	15,224.69	10,672.33
Total Other Current Liabilities	15,224.69	10,672.33
Total Current Liabilities	15,224.69	10,672.33
Total Liabilities	15,224.69	10,672.33
Equity		
390000 · Net Assets	121,541.51	52,625.56
Net Income	24,590.76	68,679.67
Total Equity	146,132.27	121,305.23
TOTAL LIABILITIES & EQUITY	161,356.96	131,977.56

PAC Needs You Now! (and You Need PAC)

Susie Hill, PAC Chair

Never has there been a time more than now when PAC funds are needed. This statement was said several times by the National officers at the recent Western States Conference in Missoula, MT. The war is on to maintain the Postal Service as we know it-including 6-day delivery, health and retirement benefits and a living wage.



You can do two things, both easy, to help fight this war. The first is to donate to PAC. The easiest way is to sign up for an automatic deduction from your paycheck or a once a month payment from your checking account. You can also donate at meetings, mail a donation to the National office in Alexandria, VA or send your check to me and I will forward it on with other donations from Washington State. I will then send you a receipt for your donation. The second way you can help is to contact your representatives. In fact, contact them several times. Get your family and neighbors to call, write and e-mail. Let them know you are a voter and that you live in their district.

You can find more information at NRLCA.org and saveamericaspostalservice.org. You can find sample letters and suggestions for phone calls on the NRLCA site. When writing or calling use the suggestions as that; putting the information in your own words makes a better impression. Both sites have more information on the bills currently being considered.

We will be having a yard sale at our State Convention in Wenatchee, June 24-26. Please bring your "gently used" items and you will receive gift credit to raise actual dollars for PAC. If you can't attend contact one of your State officers and we will do our best to pick up your items. All contact information is on the inside back page of this issue.

We already have some good bargains so bring your cash or check book and plan on shopping!

The county challenge continues. Several years ago Mutual County donated an eagle statue as the traveling trophy for the county unit that donated the most money each year. Another trophy was added for the county unit that had the highest per capita donations. Currently King-Snohomish is leading with nearly \$2400, Mutual has donated over \$1000 and East Central is in third place with just over \$400. In the per capita category Whitman-Asotin leads with \$3.00 per member and East Central follows with \$2.34 per member. All donations through June 25 will count toward the county challenge.

Washington has 1800 members yet only 62 have donated to PAC. Will you help to raise that number and fight for your job? Send in your donation and make that phone call to your representative now. Ask your fellow employees to do the same! If you would like to sign up for an automatic donation there are forms on the NRLCA website or you can contact me. I will be more than happy to send you an application.

I hope to see many of you in Wenatchee at your State Convention. And I'd like to see many more names on the donation list. A lot of small donations will add up to a major addition to the PAC fund. Thank you, thank you, thank you!

Editor Wanted

The position of editor for the *Washington Rural Carrier* is open for applications. Please see the requirements at WARLCA.com if you are interested in applying. You may also contact WARLCA Vice President Monte Hartshorn for details. Applications should be sent to WARLCA Secretary-Treasurer Becky Wendlandt.

MINUTES FROM WARLCA BOARD MEETING
MARCH 15-17, 2012
Red Lion, Wenatchee, WA

MEMBERS IN ATTENDANCE: Cheri Freeman, President; Monte Hartshorn, Vice-President; Becky Wendlandt, Secretary/Treasurer; Mariann Faulkner, District One; Renee' Cowan, District Two; John Lee, District Three; Ed Ogdon, District Four; and Patrick Pitts, State Steward. President Cheri called the meeting to order at 2 PM on March 15, 2012.

Correspondence: Letter from EAP and review posters developed by Levi Hanson.

Review of Facilities for 2012 State Convention: The board toured the rooms that will be used for 2012 State Convention.

Minutes: The minutes from the October 21-22, 2011 board meeting were read and approved, and the task list was updated.

Board Policy: The board reviewed parts of the board policy that pertained to upcoming events in the 11/12 year. The board made the following addition to the board policy: *Meeting Notices for County Units: The State will charge the county unit actual cost of postcard postage plus \$.08 per postcard for mailing county meeting notice postcards for those county units that have over \$1.00 per member or \$100, whichever is greater. There will be no charge for those county units that have less than \$1.00 per member or \$100, whichever is greater.*

Website and WARLCA Updates: Patrick reported the WARLCA.com year-to-date information as follows: 3,793 visits, 12,653 page/views, 3.34 pages/visit, 41.21% bounce rate, 3.3 minutes average, 35.78% new visits, over 50% is direct traffic. Patrick said that updating the website takes on the average 2.5 hours a week. It takes 7 to 8 minutes to update a county unit webpage. Patrick advised the board that he has 173 members on the E-mail update list, under 17 different lists. The goal is once a week to have an updated report sent out.

State Steward Report: Patrick updated the board on the National Steward Program that will start November 3, 2012. Patrick will be the full time District Representative (DR) of Alaska/Seattle

Districts, Monte will be the full time Assistant District Representative (ADR) for Seattle/Portland Districts. Renee', Cheri, and Joyce are part-time Assistant District Representative (ADR) for Seattle District.

Patrick then reviewed and projected the LWOP usage for the stewards and provided that to the board. LWOP/ADOP usage is higher due to increase workload from grievances on discipline. Patrick informed the board that we have 57 local stewards of which 5 are state level stewards and 2 are area stewards. Four out of the five enhancement trainings have been completed. We have 14 local stewards that still need to have enhancement training. Training material for the five hour enhancement training has lots of information on consolidations, delivery unit relocations, grievances, steward rights, etc. with role-playing. Cheri has 8 local stewards, Joyce has 6, Monte has 13, Patrick has 16, and Renee' has 9.

Secretary/Treasurer Report and Budget: Membership: We are at 1802 members, down 37 from our LAST board meeting 5 months ago! We have 434 non-members, of which 220 are regulars and PTF's, and 214 relief carriers. We reviewed the notes from National Secretary-Treasurers training in Reno.

Finances: I have sent out the review by the CPA firm to all board members and the July 2012 through February 2012 financial statements. Tellers Committee: The board reviewed the changes with National's constitution on delegate credentials and decided not to propose changes to the county delegates' credentials this year.

Equipment: The board reviewed the equipment and decided since Cheri's laptop was not working properly that she will use Monte's laptop. Monte will use his personal desktop.

2012 State Convention – Wenatchee, WA: The board discussed the 2012 State Convention in Wenatchee. Registration form was approved. The board reviewed the candidate forum and decided it will be: *Once nominations are closed for each officer position and prior to voting, each candidate shall receive up to 2 minutes to address the delegates. Up to five minutes per candidate per officer position will be allowed for the delegates to question the candidates. Each question shall be*

limited to 1 minute; responses by candidates shall be limited to 2 minutes. No delegate may ask a second question while other delegates are waiting in line. The board reviewed the agenda for the county officers training.

2013 State Convention – Oak Harbor, WA:

We have a signed contract with Oak Harbor Best Western Plus Harbor Plaza, Oak Harbor, WA for June 23, 24, 25, 2013. Room rates are \$99 for single and double and \$10 per person for additional. Complimentary breakfast included and free meeting rooms if over 100 room nights are used. If not, meeting space is \$100 per day for 3 days for all meeting rooms. No food guarantee required.

2014 State Convention – District Four: Ed has gotten quotes from the convention bureau for sleeping room charges in the tri-cities. He is checking up on meeting room costs. Dates are June 22 -24, 2014.

County Units: The board reviewed the counties annual meeting dates.

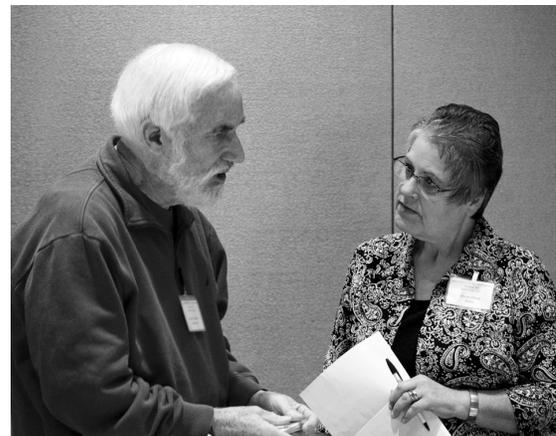
Washington Rural Carrier: The board designed the editor application and discussed the future direction of the WRC with the change in the steward program and having the website.

The board reviewed October, November, December 2011, and January, February 2012 vouchers and finished with a meeting critique. The board meeting officially ended at 5 PM on March 17, 2012.

Respectfully Submitted to the Board,
Becky Wendlandt



WARLCA Cheri Freeman at the Western States Conference in Missoula



Charles Alexander speaks with Sharon Atkins, Idaho president and president of the Western States Conference

Moving?

Send your change of address to the State Secretary-Treasurer, 2811 Chase Lane, Liberty Lake, WA 99019.

If you're retiring you will need to reapply for membership. Contact Becky at the above address.



Over 80 people attended the Western States Conference in Missoula, MT including 14 from Washington

NOW IS THE TIME

Patrick Pitts

WARLCA State Steward

In every office with rural delivery there exists one person, and quite often there is more than one, who possess the skills, drive, and determination necessary to serve as the local steward. You may be just starting in your USPS career, or you may be a tenured carrier looking to spread your wings and become more involved in the rural craft. In either case, your local office and your Union needs you. Exciting challenges and opportunities await you as local steward; now is the time to take that step.

Local stewards receive training at the state level prior to being certified as a local steward, and, once certified, you will have direct contact with an assigned state-level steward who will serve as your advisor; who will lead you step-by-step through the grievance procedure. You do not need to worry about “not knowing what you’re doing” because not only will you have the local steward training to get you started, but also the direct contact with a state-level steward for any questions you may have.

As a local steward you will be compensated by the Postal Service for time spent in grievance handling, including the time necessary for investigation and meetings with management. You will also be compensated by the Postal Service for the time necessary to write a grievance. When we have a local steward in place in a given office, the Postal Service bears the financial burden at Step 1 of any grievances that arise in that office. Without a local steward, the financial burden is borne by the Association.

The process of becoming a local steward is quite simple. A form calling for the election of a local steward is posted in your office for a minimum of 15 days. During this 15-day period, any Union member can place their name on the form indicating their desire to be considered for the position. At the end of the 15-day period, at the time and place identified on the form, an election is held and the person receiving the majority of the Union member votes cast is elected as the local steward. You will then be scheduled for the new local steward training. The steward election form (Form 10) is available on the NRLCA website. Once you have logged on to NRLCA.org, navigate to “Steward Operations”, click on “References” and then “NRLCA

Forms” and select “Form 10.” You can also obtain a Form 10 from any of the state-level stewards.

Now is the time. Feel free to contact me with any questions you may have. I look forward to welcoming you to the steward-ranks of the Washington Rural Letter Carriers’ Association.

Patrick Pitts
State Steward
Washington Rural Letter Carriers’ Association

Who Do You Call? State-level Stewards

(Areas of assignment are broken down by county unit. Contact information available at WARLCA.com or on the inside back page of this issue)

Renee’ Cowan – King-Snohomish – 980 Zip Codes, Mutual Counties – 983 & 984 Zip Codes

Cheri Freeman – East Central Washington, North East Washington, Whitman-Asotin

Monte Hartshorn – Lower Columbia, Mutual Counties – 985 Zip Codes

Joyce Patteson – Apple Valley, North Central Washington, South East Washington

Patrick Pitts – Island-Skagit-San Juan, Peninsula Counties, Whatcom, King-Snohomish - 982 Zip codes, including supervision and administration of the steward system in Washington State.



NOTICE OF 2012 WARLCA STATE CONVENTION AND ELECTION OF OFFICERS

The State Convention of the WARLCA (*Washington Rural Letter Carriers' Association*) will officially begin at 8:30 AM, June 24, 2012, at Red Lion Hotel, 1225 N Wenatchee Avenue, Wenatchee, WA.

The following Officers Will Be Elected:

President and Vice President-----One-Year Term
Secretary-Treasurer, District Two & 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.

Nominations for any position may be made from the floor.

Welcome to Our New Members

Candelito Azurin
Matthew Cote
Rachel Gette
Melodie Hayes
Chauncy Nowak
Joshua Riel
Nichole Sena
Daniel Winten

Betty Carlstrom
Madhu Dahal
Shelly Goins
Victoria Holland
Marlene Rayl
Trina Rossmiller
Wendy Thompson

In Sympathy

Johnny Capwell

Sally Clark

WARLCA 2012 STATE CONVENTION REGISTRATION

June 24, 25, 26, 2012 (Sunday-Monday-Tuesday)

Red Lion Hotel, Wenatchee, WA

Red Lion Room Reservations include Complimentary Roaring Start Breakfast

Room rates are under Washington Rural Letter Carriers' special rate: single queen \$106, double queen \$116, triple rate \$126 and quad rate \$136, plus current taxes.

Call: (1-800-733-5466) Room Reservations Deadline is May 24, 2012.

Name: _____ 1st time Attending? _____

Address: _____

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

There is a \$50 fee per delegate for registration, however, Fee will be waived for any one of the following:

- 1. If staying at Red Lion for 3 nights (only 1 person can use the room number. Reservations will be checked) OR
- 2. If staying at Red Lion for 2 nights (only 1 person can use the room number. Reservations will be checked) AND purchase either meet/greet or banquet OR
- 3. If purchasing one meet/greet AND one banquet OR
- 4. If purchasing two banquets

A late fee of \$25 will be added if the registration is not RECEIVED by June 1, 2012 in the State Sec/Treas Office.

Saturday, June 23: Meet and Greet 6 PM to 7 PM All Welcome

Cost Each: \$5 Finger food not a meal (under age 2 free) # attending _____ \$ _____

SUNDAY, JUNE 24: FIRST DAY OF CONVENTION STARTS AT 8:30AM

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

County Officers Training Sunday Evening at 6 PM

(Free to newly elected and pre-registered 2012/2013 Presidents, V. Presidents, and Sec/Treas)

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

Choice of: (Pick One- all come with drink, salad, dessert)

- Parmesan Crusted Chicken : Served on Garlic and Olive oil tossed penne pasta with fresh basil tomato sauce
- Medley of Roasted Vegetables: In Pastry with Charred Tomato & Pepper Sauce Topped with Feta Cheese

MONDAY, JUNE 25: SECOND DAY OF CONVENTION STARTS AT 8 AM

Monday Evening Banquet \$25 each # attending _____ \$ _____

The Harvest Buffet – Char Grilled King Salmon and Sliced Prime Roast

Includes dessert and Mashed Yukon Garlic Gold Potatoes, Sautéed Medley of Northwest Vegetables, Spinach Salad with Sun Dried Cranberries, Grilled Asian Pear and toasted sesame vinaigrette , Crisp Cabbage Slaw with Wasabi Dressing, Fresh Seasonal Fruit with Raspberry Yogurt Sauce, and Artisan Breads and Butter, Olive Oil and Balsamic Vinegar

Check here if you want a vegetarian meal instead of the buffet

TUESDAY, JUNE 26: LAST DAY OF CONVENTION STARTS AT 8 AM

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 JUNE 1, 2012 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 10, 2012 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

2012 National Delegate Ballot Timeline and Notification

Here is the timeline for those wishing to be on the ballot for 2012 National Convention.

- **May 14, 2012:** Nominations must be **received** by the State Secretary-Treasurer by mail. Any nominations received after this date will not be valid. Nomination forms can be found in the *National Rural Letter Carrier* magazine, in the February, March, April, and May issues. Nominations must be on this form (or a copy of this form). You can also find the *National Rural Letter Carrier* magazine on line at nrlca.org.
- **May 15, 2012:** A listing of members and labels will be printed from the NRLCA database to be used for the mailing of the ballots. Also a drawing of names for placement on the ballot will be held at 9 A.M. in the break room of the Greenacres Post Office, 306 N Barker, Greenacres, WA 99016. Two members whose names are not on the ballot will do the drawing. Candidates, or their designee, can observe this drawing.
- **May 18-25, 2012:** The ballots and ballot instructions will be printed by Staples. An independent contractor will pick up the ballots, ballot instructions, and envelopes. They will stuff and seal the ballots and mail them in their entirety at Spokane Valley Post Office, 11712 E Sprague, Spokane Valley, WA 99206.
- **June 4, 2012:** The ballot mailing must be completed by this date.
- **June 13, 2012:** Two members of the 2012 Tellers Committee, whose names are not on the ballot and have been appointed by the WARLCA President, will check the returned undeliverable ballots at the Wenatchee Post Office. They will make a determination if a correct address can be found and resend the ballot in a separate envelope.
- **June 23, 2012:** Two members of the 2012 Tellers Committee, again whose names are not on the ballot and have been appointed by the WARLCA President, will pick up all ballots at the Wenatchee Post Office, 301 Yakima St, Wenatchee, WA 98801 at 10 A. M. Ballots will be tabulated by the 2012 Tellers Committee at the Red Lion Hotel, 1225 N. Wenatchee Avenue, Wenatchee, WA as soon as they return from the post office. Candidates, or their designee, can observe the tabulation. All observers must check with the 2012 Tellers Committee Chair and read and sign an Observers Rules and Sign in Sheet. Any ballots that arrive after June 23, 2012 will be returned to sender by the Post Office showing box closed.
- **June 24, 2012:** Election results will be announced on Sunday, June 24, 2012 by the 2012 Tellers Committee at the 2012 WARLCA State Convention held at the Red Lion Hotel, 1225 N Wenatchee Avenue, Wenatchee, WA.

If you have any questions please contact Becky Wendlandt, WARLCA Sec/ Treas at 2811 N Chase Rd, Liberty Lake, WA 99019-5002, or phone at (509) 710 7840 or E mail at: warlca@gmail.com.

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, nor 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.

RESOLUTION

CHECK APPROPRIATE BOX:

- BINDING**
- NON-BINDING**

The following Resolution was adopted at the 2012 Annual Meeting of the (County) _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee of the 2012 State Convention in Wenatchee, WA for consideration and appropriate action.

ISSUES

Check one:

- | | | |
|---|---|---------------------------------------|
| <input type="checkbox"/> AUTOMATION | <input type="checkbox"/> MAILCOUNT | <input type="checkbox"/> VEHICLE |
| <input type="checkbox"/> BENEFITS | <input type="checkbox"/> RELIEF DAY | <input type="checkbox"/> WORK RULES |
| <input type="checkbox"/> EMA | <input type="checkbox"/> RETIREMENT | |
| <input type="checkbox"/> GRIEVANCE PROCEDURES | <input type="checkbox"/> SALARY | <input type="checkbox"/> OTHER |
| <input type="checkbox"/> LEAVE REPLACEMENTS | <input type="checkbox"/> TIME STANDARDS | <input type="checkbox"/> CONSTITUTION |

The following procedures are suggested for effectively presenting state - adopted Resolutions:

- 1) Place only one Resolution per sheet
- 2) Formatting instructions: Font=Times New Roman: Font Size 11; New Language **BOLD**; Omitted Language ~~Strikethrough~~
- 3) Indicate if the Resolution is intended to be binding or non-binding (above).
- 4) Indicate the issue this resolution concerns (above).
- 5) Identify any Handbooks, Manuals, or Written Documents to be amended by:
 - (a) Name of Document _____
 - (b) Article _____ Section _____ Paragraph _____
- 6) Explanatory paragraphs should be headed as follows: (If spaces below are inadequate, use additional sheets with the appropriate heading).

WHEREAS:

BE IT RESOLVED:

INTENT OF / REASON FOR CHANGE:

County Sec/Treas

Signature:

Sign by County Secretary-Treasurer

Date Signed:

Date Sent to State

Sec/Treas:

National Delegate Campaign Statements

Hello Washington NRLCA members,
I am **Dawn Ayers**! The National Convention for the NRLCA is just around the corner and I am requesting your vote for nomination to the National Convention. If you haven't already received your ballots in the mail, they should be there soon. I have taken an active role as a union member learning all I can to help protect my fellow union members from RCA to PTF to Regular carrier. In these uncertain times I feel we need to have someone representing our craft that is invested in the future of our craft as a whole. As a rural PFT, I feel I can speak for both the regular carriers as well as the RCA's. I ask that you send in your ballots for National Convention 2012 and upon doing so check my name, **Dawn Ayers**, so that I may be a part of that delegation. Without your vote I will be unable to attend and represent our voices in any votes that take place. I look forward to the opportunity to serve you on the National level.

As always, thank you for your support.

Dawn Ayers

Mutual Counties President

Local Steward and PTF in Sumner, WA

My name is Kristian Granish; I am a RCA and the Local Steward for the Olympia Main Post Office. I have been a RCA since 2008. I have been a delegate for Mutual County to the State Conventions in both Spokane and Gig Harbor. I plan to attend the State Convention in Wenatchee this year as well.

Last year, I was given the extreme honor of attending the RLCA National Convention in Savannah Georgia as the first alternate. Attending my first National Convention was an eye opening experience. Between the election of officers, the votes and debates on resolutions and constitution changes, and the workshops I was fascinated. I never expected to enjoy it so completely. I met many people from across the country and was thrilled to see how the RLCA works.

This year I am hoping that with your support I may be granted the honor to attend the National Convention in Buffalo New York as a full delegate. I hope you will trust me with your vote.

PLEASE VOTE FOR JANICE SISLEY

I am asking for your vote once again to be a delegate to the National Convention for the NRLCA. I have had the privilege to represent WA State in the past and would like to continue in the future. I was honored to represent WA last year in Savannah, GA where the Union started a grassroots campaign to stop 5 day delivery.

Hello WARLCA members! I am Colleen Headley, and I hope that you will give me your vote and allow me to help represent you and the state of Washington at the 2012 NRLCA National Convention.

I started as an RCR in Snohomish in 1986 and became a Regular Carrier in 1991. Along the way I have been a part of QWL-EI, served as Vice President in King-Snohomish Counties and am currently serving as Secretary/Treasurer for that county unit.

It is perhaps more important than ever that we stand together in our craft and this Union and participate in whatever way we are able. We all manage to do something that contributes to our Union solidarity and makes our workplace better. You graciously enabled me to represent you at the 2011 NRLCA National Convention and I would appreciate your consideration again for this year. We have a very strong and positive group of people who work hard to help this Union be what it is, and it would be an honor again to be included in the delegation you send to our National Convention this year.

Thank you.

STATE OFFICERS AND STEWARDS

PRESIDENT

Senior Assistant State Steward
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Senior Assistant State Steward
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Senior Assistant State Steward
GMAC Auto Representative
Renee' Cowan
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Orting, WA 98360-1746
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425-308-7305
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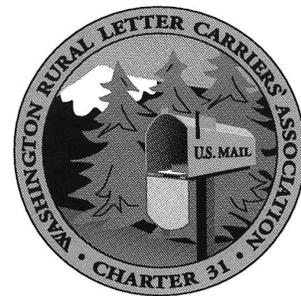
Jeff Taylor
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Otis Orchards, WA 99027-8201
509-993-0188
JLTSGTUSMC1@msn.com



**Washington Rural Carrier
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Vashon, WA 98070-0093**

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WASHINGTON RURAL CARRIER



Where Service Begins With a Smile

UPCOMING DATES TO REMEMBER

State Convention June 24-26
National Convention August 14-17

warlca.com

The opinions reflected in each officer's articles are their own and do not necessarily reflect the opinions or policies of the State Board.