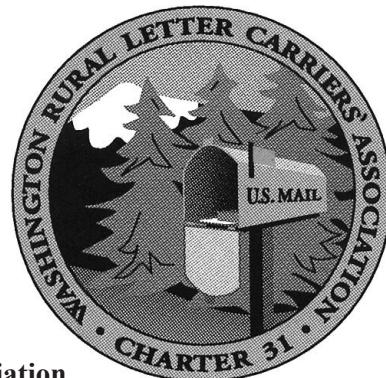


WASHINGTON RURAL CARRIER



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February 2012

Where Service Begins With a Smile

THE FIGHT CONTINUES AND YOU CAN HELP

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What Do You Know?

Cheri Freeman
WARLCA President

Knowledge is power and we need to be as informed as possible about our jobs, our Union and the forces that control it all, if we are to have any influence on the future of the rural carrier craft . Your board has changed the way information gets disseminated to our members and I would like to get your feedback on if you agree with our direction, have other ideas you want us to look at, or go back to some of the previous methods of educating our members.



One of the fastest methods of communication has been the WARLCA Updates sent out by our State Steward Patrick. If you're not on his list you can sign up through the website (WARLCA.com.), email Patrick, call Patrick, or call me and we'll see that you're added on. You will receive information almost as soon as he receives it.

A second method to disseminate information is our Website. Patrick posts information on the website almost as fast as he sends out the email updates. I encourage you to check the website at least weekly. Information on our contract arbitration, legislation in Congress, important Step 4 decisions, or Arbitrations are just a few of the subjects to follow on the website. There is also updated date, time & location information on all county meetings, conferences, or conventions. You can find all the forms to file a grievance as well as the "how to" information to fill them out. With a click of your mouse you will have a wealth of information at your finger tips!

Your board decided a couple of years ago to forgo the District meetings because they were expensive and not very well attended. We replaced these meetings with informational meetings, having one on each side of the state during the year, with the State Steward and the State President giving steward related and legislative information, respectively. Attendance rose sharply with this type of meeting, but compared to the number of members we have it is still low. The Next Informational Meeting will be March 18, in Wenatchee. Car pool, bring your co-workers, do what it takes to get the latest information!

We continue to support county unit meetings and send a State Level Steward to present current issues and answer questions. This should give everyone the opportunity to question, share, and learn face to face. All you have to do is show up and bring your particular issues to be addressed.

Our paper, the WRC is the final source of information. The board is currently in discussion on how to make the WRC more responsive to the membership. We're open to suggestion so feel free to send them to me before the next board meeting in March.

As I write this article we still have no contract. We did win a big one with the latest Bloch Arbitration that said the USPS violated Art. 34.2 when they did their independent time and work studies in 2010. We have not heard how this arbitration will impact the current contract arbitration but it's great to have a decision like this on our side! Get on the email update list or watch the website for further developments!

Congress has yet to move on legislation on behalf of the Postal Service. In other words, the final word on 5 day delivery, the closing of post offices, contracting out our routes is still up in the air. The Postmaster General, Patrick Donahoe, has continued to pressure Congress for 5 day delivery but our efforts to combat his vision has had some impact and alternative legislation has been proposed. We are still in favor of HR 1351. The success or failure of the continued existence of our jobs is going to be a political decision. Keep up the letters, phone calls and emails to your legislators!

I cannot end my article without addressing the issue of Percent to Standard. It has become chronic in my area for management to pressure carriers to deliver their routes within their evaluations. My response is: This costs you what???? We are evaluated. If you want me to get in before my evaluated time do you want me to roll mail or give me assistance? Make it management's decision. Do not let them get away with telling you that you have to be finished within a certain time. It's a violation of MOU 2! Never forget – you have 3 priorities in your job and they belong in this order:

1. BE SAFE! Go home to your family every night.

2. BE ACCURATE! If we're going to have the general public on our side in the battle for our jobs they need to have confidence that we're handling their mail appropriately.

3. BE EFFICIENT! Avoid time wasting practices, but never put this priority above the first two.

Every time a manager talks to me about a carrier not being able to hold to the evaluation I give them my 3 priorities. I encourage you to do the same if you're getting the pressure to speed through your job!

See you at the Informational Meeting!

What the Future Might Look Like

Monte Hartshorn
WARLCA Vice President

First and foremost, since you are reading this in our state newspaper, that means you are a member and I want to thank you from the bottom of my heart. That being said; let's take a look in our crystal ball at what the future may hold.



Why should I be a member of the Union? They have to represent me anyway and I can use the money to... In my thirteen plus years representing this union, I have heard that more than once from regular carriers who ought to know better. Or, No one ever asked me, why should I as an RCA be a member? Another oldie but not a goodie. Both sentiments have hurt us all more than we care for. So, if these sentiments were to become the mainstream, what might our Union look like?

Probably there would not be a Union. We would see contractors on an individual basis bargaining with the Postal Service for their jobs, and bargaining with local/district management on the conditions of their employment. With the recent proposed change in the M-38 the Postal Service is attempting to be allowed to convert **encumbered** (routes with a regular rural carrier assigned) rural routes that have less than 12 boxes per mile (non-L anyone?) to Contract Delivery Service. Routes with more than 12 boxes per mile could also be converted when the regular carrier retires or bids onto another route. So, we can foresee the possible end of rural delivery within this generation of carriers. I do not like the idea of having to bid on my job every few years, being afraid to put in a minimal raise for fear that someone who has never delivered mail would underbid me. Not to mention having no 401K plan, no medical, no employer paid life insurance, and no right to complain. This is what only your Union is **fighting** now. This is what our "non-members" are **allowing** by their complacency.

I was speaking with one of our National Officers this last November. He was talking about membership and the need for "all of the horses to help pull the wagon". Unfortunately, with the non-members we have now, the rest of the horses are not only pulling the wagon by themselves, but we are pulling these **freeloaders**. What will happen if more people decide to ride instead of helping to pull their fair share? The answer is simple: the Union will wither and die. Then where would we be as rural carriers?

What does a majority of our dues go towards? The answer is simple: Steward Representation

and information. Have you ever had a question that really mattered to you, or a situation that you needed help because it was serious? What did you do? You called the Union and someone answered the phone and did their best to answer your questions. Have you ever considered what goes into having someone there to answer the phone? They have to be trained and certified as a steward. They have to have experience in our contract, postal manuals and handbooks, some knowledge in OWCP, an expert in the grievance procedure and the time from their family to give to our Union. Without the resources that our dues give, how could we have the stewards we have now? Our "non-members" want to be able to call someone when they are in trouble, or have a question but are totally unwilling to help give that person the tools necessary for the job. I want.... but I want it for free.

When I was a teenager, I liked (and still love) to read science-fiction. There was an author by the name of Robert Heinlein. He wrote a novel entitled *The Moon is a Harsh Mistress*. In the book, the author teaches the reader about a word: **TANSTAAFL**.

There Ain't No Such Thing As A Free Lunch.

Our members are working hard at pulling the wagon, and our non-members are looking for that free lunch. So far, we are down over 40 members from this time period last year. If carriers decide to forgo membership, forgo their voice to make things better, my crystal ball says that there will be no union. I look back on my almost 25 years of service as a rural carrier and wonder what will become of the best job I have ever had.

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Thank You Stewards

Remember to thank your stewards for all the work they do for us. And please consider signing up if your office is without local representation.

Some Thoughts from Becky

Becky Wendlandt
WARLCA Secretary Treasurer

Does anyone up at postal headquarters really care about saving the USPS? While they work at L'Enfant Plaza in their newly remodeled building (which could have been sold since it is supremely prime real estate and the workers moved to a much cheaper area) they think up ideas that hurt the workers actually working the mail and benefit those who never work the mail. Do you ever wonder about a company that builds overtime into the route but goes ballistic during a 3 week overtime period at Christmas? Maybe you think that the USPS is doing everything it can to cut costs. Think again; apparently the USPS is doing everything it can to target rural carriers, but forgets about those at the top that could really make the company be profitable.

"Published : Thursday, 08 Dec 2011, 7:03 PM ESTWINTHROP (FOX 25 / MyFoxBoston.com) - The Postal Service is hardly the first place you'd think of as having extra money lying around, but FOX Undercover has found that the Postal Service is on the hook to pay millions of dollars to rent a large building in Winthrop, a building it has never occupied and has no intention of occupying. In addition to wasting millions of dollars, the Postal Service has let the vacant Winthrop building turn into an eyesore. The eyesore is costing the cash-strapped Postal Service plenty. Their 20-year lease for the 19,000-square-foot building, obtained through the Freedom of Information Act, shows they started renting the building in 1999. In all, they are on the hook for \$3.7 million in rent over the life of the lease. Aside from two small subleases, the building has remained vacant. Those subleases, only one of which is still in place, netted the USPS just \$98,400. The Postal Service intended for the building to be used as an office for letter carriers assigned to deliver mail



in Winthrop and East Boston. A 20-year lease was signed because, spokesman Dennis Tarmey said, "It was the industry standard to lock down the negotiated term for as long as possible and that is what we did." The Postal Service could have gotten out of the lease after five months, but chose instead to sign on for 20 years. However, the USPS never used the building. Instead, they stayed at the incoming mail center in Chelsea, where they remain today."

I want to apply for the job of running a business that is in the red and then getting a bonus for it. How about you?

"Federal Times.com 38 postal execs earn more than Cabinet members. November 27, 2011 As the U.S. Postal Service was careening toward a record \$8.5 billion loss in 2010, it was paying more than three dozen top executives and officers salaries and bonuses exceeding that of Cabinet secretaries — almost triple the number who were in that category only a year before, according to newly disclosed figures. Since executive salaries were frozen in 2010, the jump in the number of executives earning more than Cabinet secretaries was the result of performance-based bonuses. Last week, Postmaster General Patrick Donahoe defended the bonuses, saying they were awarded under the agency's pay-for-performance system after several years of no salary changes. This year, both salaries and performance bonuses for executives are frozen. A list of postal executives earning more than Cabinet secretaries in 2011 is not yet available. USPS leaders have been pressing the agency's four unions to accept pay cuts, at least for new hires. They are also asking Congress for permission to end no-layoff protections and create a lower-cost health plan as an alternative to the Federal Employees Health Benefits Program. "If we're being asked to make any concessions, then they should be across the board," said John Hegarty, president of the National Postal Mail Handlers Union, which is negotiating a new contract with the mail carrier. By law, the Postal Service has to report each employee who makes more than Level 1 of the Executive Schedule, which sets the base salary for Cabinet chiefs. In 2009, that figure was

\$196,700; in 2010, \$199,700. Last year, 38 top USPS officials fell in that category, according to a congressionally required report released this month. Leading the pack was then-Postmaster General John Potter, whose total reported pay of almost \$543,000 was boosted by the exit package he received upon retiring. But he was joined by 37 vice presidents and other officials, according to the agency's latest annual report released this month. All made more than \$200,000, figures indicate."

Just a thought..... One of the bonuses that our managers receive is based on the percent to standard hours. Now we all know that if we work over or under our evaluated time, we don't get any more or any less pay 49 weeks of the year. However, managers will get a bonus if they can pressure us to be under our evaluation all year. This again does not save the USPS one cent. Want to save the USPS some money? How about not letting the pressure get to you-work safely and sanely, so that the manager does not get his bonus? That would actually save money! In our stand-ups the manager asks us to watch every minute and report it as lunch on our 4240 if we are in the bathroom, talking to a customer (so much for trying to get rural reach), greeting a fellow carrier, etc. Did you ever wonder what your manager or his/her manager makes? Check out the following website which shows postal salaries (including yours) based on what the form 50 says your occupation is (not what is actually earned if taking LWOP or any bonus, if a manager). http://php.courierpostonline.com/data_public/datauniverse/usps/

Have you heard that the USPS cut back the number of employees? But did they cut back fairly?

"December 27, 2011 From APWU Southwest Florida President Sam Wood.

Sure, the USPS has continued to reduce staffing levels across the board in 2011, but it may surprise some that these cuts were not created equal. If you look at the facts, you will see the following staffing changes from 1997 to September, 2011.

Staffing Changes from 1997 through September,

2011:

- Headquarters Senior Management = Total GAIN of +796 Jobs
- Headquarters Employee Staffing = Total Loss of -237 Jobs
- Local Level Management Staffing = Total Loss of -25,016 Jobs
- All Career Craft Employee Staffing = Total Loss of -189,947 Jobs

This comes while USPS Postmaster General, Senior Management Officials and USPS Media Spokespeople continuously go before the media and explain how the mail volume has drastically declined over the past 5 years and speak of gloom and doom and the further decline in mail volumes in the future. Meanwhile, there were/are 796 more Senior Level Managers who make more money than the average employee at USPS Headquarters than in 1997. Why is this? Why the need for more of them? Why isn't this being discussed? Since March of this year, more job cuts have been made. Below is the breakdown of where USPS Management has made employee cuts.

Staffing Changes since March, 2011:

- Headquarters Senior Management = Total Loss of 74 Jobs (still at +40.84% gain since 1997)
- Headquarters Employee Staffing = Total Loss of 503 Jobs
- Local Level Management Staffing = Total Loss of 5,224 Jobs
- All Career Craft Employee Staffing = Total Loss of 11,134 Jobs

As you can see, even with 74 USPS Senior Management Job cuts, they are still at a 40.84% gain since 1997. This being while every other employment areas of the USPS has been slashed by well over 20%.

Employees and Supervisors at the local levels are doing more work with less employees, yet USPS Senior Management employees have been working with increased staffing levels since 1997. The USPS Postmaster General claims employee pay and benefits take up a big portion of the revenue, however, these Headquarters Employees are the highest paid employees within the USPS."

Do you wonder what the future holds for you as a rural carrier?

I sure hope you do, because your future is up to you. Want to know what is happening with the USPS, our contract, future pay, benefits, retirement, rules, EMA, etc? The only way to find out is to attend your State Convention and hear what our National Officer has to say. There will be plenty of time to get answers to your questions from our National Officer who knows the answers and works directly with the USPS headquarters. Let your National Officer know what is happening in your office at State Convention. To be a paid delegate to state convention the first step is to go to your annual spring county meeting and ask to be a delegate. All first time attendees say they learn more at the state convention than the rest of the year from the USPS, and they learn the facts, not just rumors! You will be welcomed and your opinions are valued.

Make sure you check your USPS Pay Stub Details. To get ALL the information on your pay go to the lite blue website and check out your paystub. This is complete information that the paystub mailed to you does not have.

Go to:

<https://liteblue.usps.gov/wps/portal/ut/p.scr/Login>

Login with your employee ID and your pin and check out Employee apps – Quick links. Look for your epayroll and click on this. It is lots easier to read than the paystubs we receive and contains all the details. **Plus it will show your actual hours worked and evaluated hours. You might want to check it to see if your manager is reporting everything correctly so they can get their bonus!**

Also on the same website go to eOPF – check out your dates for accuracy on the Form 50 and RTR!!! This is what is going to be used to figure step increases and retirement so make sure it is correct.

Remember, what happens in the office and on the route stays there. My mom use to say when you go home it is time for you, your family, and your critters. Don't let USPS issues steal away your

joy and time with your family. (I say this every day to myself on the way home, it is an on-going work-in-process ☺)

Best to you and yours in 2012!

Getting to Know Mariann

Mariann Faulkner
District 1 Representative

As I write this we have 10 to 12 inches of snow and freezing rain is in the forecast, I hope spring is right around the corner. As many of you know I was elected District One Representative at our state convention. Many of you know me, but some of you don't. So let me introduce myself to you. I am Mariann Faulkner, regular carrier in Stanwood and local steward. I started working at the Post Office in 1988 as a RCA and became a regular carrier in 1994. Shortly after that I was asked if I would become the local steward. I was elected and went to the next state convention and I was hooked. I have been going ever since. When we had QWL/EI I was a facilitator and then coordinator and finally Seattle District coordinator/recorder until it was disbanded. I am a former Area Steward and I am a past King/Snohomish county president.



As a District representative my responsibilities are to attend each county unit meeting in our district, facilitate elections at your annual meeting, plan and arrange the state convention when held in our district and represent all of you at the board meetings. I am honored to represent all of you, so please contact me with any and all of your concerns and questions. My contact information is at the back of this paper.

With all the changes and uncertainty in our jobs today it is more important than ever to stay informed. One way is to read the state and national papers, but

another is to attend your county meetings. At a county meeting you get up to date information and can get your questions answered. You may even get answers to questions you didn't even know you wanted to ask. I enjoy going to the county unit meetings and meeting new carriers and I hope to see you all there.

Stay safe and informed

What is the Federal Tort Claims Act -and what should you know?

Renee' Cowan
District 1 Representative

The Federal Tort Claims Act of 1961 protects federal employees against liability resulting from their operation of a motor-vehicle while within the scope of their official employment. For rural carriers this means while on your route. **This protection is on-route protection only.** (Under certain specific circumstances, a rural carrier MAY be covered from portal to portal; meaning from the time you leave home until you return home.) Any deviation from your assigned line of travel could jeopardize your Tort Claim coverage. This protection is for liability only; damage to your vehicle is not covered. Washington State law requires you to have insurance coverage on your vehicle even if you only use your vehicle on the route.



All accidents must be reported to your Postmaster or Supervisor and your insurance company as soon as possible.

If you have an accident, while on the route, and you are insured by GMAC Insurance they will immediately notify the other party that their claim should first be presented to the Postmaster for payment under the Tort Claims Act. The Postmaster does not have the authority to deny protection under the Tort Claims Act; all Tort

Claims denials must come from the U.S. Postal Services Legal Department.

Attending County Meetings:

Do you know how to access your Official Personnel File (OPF), or read your pay stub? How about checking management's calculation for an interim adjustment? This information and the information contained in the above article can be obtained at any local county meeting. Did you know that there is a State Level Steward in attendance at most of your local meetings and they do presentations on a variety of information?

If you want to learn about current issues happening in your area of the District or you have concerns about what is happening in your office I encourage you to attend your county union meeting. The county meetings provide members access to information on a wide variety of topics ALL rural carriers should know.

So come to your county meeting and see what you are missing!!!!

Support Our Cause
John Lee
District 3 Representative

I hope that everyone has had a Happy New Year and I hope that 2012 is better than 2011. I also would like to thank all the District 3 county officers and members for all of their hard work this past year. As you know, labor unions across the nation are under attack from all angles and we are no different. The arbitration we are involved in may change the way our craft does business. Union support is needed more than ever. Please continue to write and call our state representatives in Congress to let them know that we don't need five day delivery, we need six! Thank you for your support to your union, be safe and have a great New Year. See you at State Convention.



Wanted: You!
 Edward Ogdon
 District 4 Representative

I hope everyone made it through the holidays in one piece. I was blessed with my second grandchild a week before Christmas so our family had a great Christmas.



I have decided not to run nor accept a nomination for the position of District 4 Representative at the upcoming State convention. I strongly encourage anyone who would like to give it a go to run for the position. Well, everyone who lives in District 4 that is. It has been a wonderful experience and I would continue but personal and health reasons have come up. Unfortunately since I last wrote in this paper about my battle with skin cancer I am sad to report that I have had 4 new skin cancer tumors removed from my face and neck bringing me up to a total of 8 tumors. I also have had 36 pre-cancerous spots burned off my head and neck since my last checkup 2 months ago! So for the last time I am BEGGING you to please go see a skin specialist and get checked. Then see one once every year after that. It has certainly proven to have saved my life and it just might save yours. If cancer is found 100% of ALL costs are covered by our Rural Carrier Insurance so money worries should not be used as an excuse not to go.

It's been fun these last 4 years as your District 4 Rep and I truly appreciate all the support I have received from the other Board members and from you.

Campaign Article Deadline

Those wishing to submit an article to promote their campaign for either State Office or National Delegate must have their article to the Editor by April 5. 250 word limit using Microsoft Word.doc

**BECAUSE THOSE WHO SHOULD,
 TOO OFTEN DON'T**
 Patrick Pitts
 WARLCA State Steward

It's early, and the house is cold and dark. Not cold and dark because it's early but cold and dark because you've been without power for days now. And as much as you just want to pull the covers up over your head and enjoy what little warmth and comfort the blankets bring, you don't. You swing your feet over the side of the bed, light the candle you put on the nightstand the night before, try to force the tiredness out by pressing the heels of your hands into your eyes, and gather the gumption to face another day. Yesterday you see, was quite the day. It started much the same way as today, cold, dark, and by the time you had finished your morning routine, if routine is an appropriate word for it because nothing seems routine any more, routine now is stumbling through the dark house, pouring yourself a bowl of cold cereal because it's infinitely easier than lighting the camp stove to make something hot, splashing cold water on your face because there's no hot water for a shower and pulling on the clothes you carefully laid out the night before, knowing before the first foot finds its pant-leg that the chill is going to be excruciating, it was time to go. Yes, yesterday started much like today. Even before your hand reached the doorknob something deep down inside was pleading with you to turn around, escape back to the warmth of the blankets and let someone else face what you knew lay ahead. But you didn't. There was a job to do. There were people who relied on you, expected you, and whether they knew it or not, needed you.



Cold and dark. The world outside is cold and dark. Much like the world inside, but colder. Colder because there's a wind that presses the coldness against what exposed skin you have, like a thousand tiny needles pressing against

your cheeks, your nose, and thank goodness for the gloves or your hands would be feeling it too. And the darkness. Oh, the darkness. It's dark when you leave for work. It's dark when you get home. And though your mind knows there is light during the day, it's the darkness you remember the most. The darkness seems to press on you as if it had substance. It weighs on you as if gravity had somehow gotten stronger but still you press forward, remembering those who rely on, expect, and need you. And because there are those who rely on you, you take the first step. That first step is always a surprise. The boot cracks through the layer of ice that covers the foot or more of snow and the sound of it breaks the silence of the morning making you wonder if the entire neighborhood is roused by the sound of it. Yes, that first step is always a surprise. But you take it because that's who you are. That's what you do. And the first step is followed by another, and another, and like the repetition of bottle-rockets on the Fourth of July, except there is a certain rhythm to the footsteps cracking the ice while fireworks are much more sporadic, you make your way to the car.

You've only been up for an hour. Has it really been just an hour since you rolled out of bed into the chill of the house? Yes, just an hour but an hour filled with individual challenges. Challenges faced and overcome through sheer strength of character. Challenges overcome because there are people who rely on you; people who expect you; people who need you. And because of who you are you press forward. The locks are frozen again, but you knew they would be. You knew the minute your boot first cracked through the ice on the way to the car. But you work the lock free and with a mighty tug the frozen car door yields and swings open. The light from inside is spilling onto the ice and snow-covered ground at your feet and illuminating thick frost covering the windows. Frost. The mere word implies weakness; something to be brushed away with a sweep of your gloved hand. No, this is not frost. This is ice; thick ice; ice that must be removed in order to safely travel the treacherous

roads; another challenge to be faced like all the challenges before, and all those that lie ahead. And so you grab the ice-scraper from the glove compartment, wondering which will yield first, the heavy-duty plastic blade of the scraper or the sheet of ice that seems to have imbedded itself into the very glass it covers. Painstakingly, bit by bit, the ice yields to the blade and by the time you have the windows cleared your fingers are frozen despite the gloves that were meant to protect your hands from the cold.

With the windows cleared, you thankfully slip behind the wheel. Even though getting into the car is like getting into a walk-in, sit-down freezer, you're thankful because at the very least you can close out the bitter wind that has bitten at you, stabbed at you since you first left the cold, dark confines of the house. With fingers numb you fumble the key into the ignition, hoping and praying that the car battery will be strong enough to overcome the icy grip the night has placed on the engine. Relief as the engine starts, anticipation of the warmth to come. And when the car is ready, you carefully make your way down the driveway, the chains on the tires cracking through the ice. Your hands tight on the wheel, knuckles whitened by the grip, your back not resting comfortably against the seat as it should be but upright, tense, leaning slightly forward, every sense alert to the slightest slip of the car to the left or the right, you move forward. Ever forward. Every foot, every block, every mile safely travelled a feat in itself, an accomplishment, knowing full well that this is only a precursor to what lies ahead.

With relief you pull into the parking lot, carefully backing into your assigned spot. Or at least where you think your spot was because the ice and snow has long-since hidden the faded white lines that has been home to your car since you first started. Since you first started. How long has it been? Months? Days? Years? You smile to yourself. Although time has somewhat faded the memory, you can still recall the video they had you watch when you first considered becoming a rural carrier. "A Day in the Life" it was called. A

day in the life of a rural carrier. The smile inside nearly breaks through to an audible chuckle. "A Day in the Life." Somehow you don't recall any of *this* in that video. And so with a smile on your face, a sense of accomplishment in your heart, a sense of accomplishment just for having made it this far, you step into the office and make your way to your case. After the preliminaries of signing in, shedding the garb that has offered precious little protection from the paralyzing cold, your attention turns to the mountain of mail that awaits you. Letters, advertisements from businesses hoping to survive a struggling economy; missives from family or friends or possibly a note from a soldier far from home with pen and paper hoping to reach out and touch those he or she misses so dearly as they strive to survive on the battlefield so far from home. Newspapers, tying a community together. Magazines providing details and information on specialized interests. And then the parcels, so many parcels. Each eagerly anticipated and relying on you to take it that final mile to its intended recipient. And like that first motion that removed you from the warmth of your bed, like that first step into the ice and snow, like that first mile tenuously driven, you pick up that first letter and place it into its designated location. And then another, and another, and another ...

Now I could go on. I could relay to you the challenges of loading the vehicle, the apprehension and the difficulty of travelling to your first delivery, the struggle merely to navigate the vehicle safely through the icy roads. The slipping and sliding as you pull up to the mailbox, the bang of your hand on the box meant to break the grip the ice has on the lid just so you can get it open. Then the difficulty of coaxing the vehicle forward, on to the next box, and the one after that, and the one after that, but there really is no need. You've been there, done that. You face today's challenges just as you faced yesterday's, and the day before that. Just as you will face tomorrow's. With a sense of accomplishment. With a smile. Yes, with a smile. You truly do provide "Service with a Smile."

Now don't get me wrong. There are some

managers who recognize the challenges you face and the value you bring. There are managers who are thankful for what you do each and every day and actually take the time to say "thank you." But because there are those who should, who all too often don't, let me, on behalf of those managers who only see you as a tool to be used to improve their statistics, on behalf of those customers who have no idea all you have gone through to get them their day's mail, only wondering why you are late, on behalf of an organization who could not survive without the service you provide, let me say, "THANK YOU". Thank you for all you do. Thank you for your diligence, your determination, your overcoming all of the obstacles nature places in your way. Thank you for who you are. Thank you for what you do. Whether you are a regular carrier or relief, you carry on a proud tradition of service to rural America and you wear that badge proudly, dedicated to carrying on the tradition of Service with a Smile. Yesterday, today, and tomorrow. Thank you.

RETIREMENT SUGGESTIONS

Charles and Patricia Alexander
Retired WARLCA State Steward and State
President

We have been retired three years and are still trying to understand the retirement game. Even now, surprises occasionally occur, so maybe our experiences will help to prevent surprises for you when you retire.



1. Most importantly, be sure to save at least the minimum amount in your Thrift Savings Account (TSP), as the matching funds from the Postal Service will be a big boost to your retirement account. If at all possible, save the maximum allowed, and this will help you in at least two ways:

You will learn to get by on less money, and you will also have more money in your retirement account(s). On a personal note, we were saving 35% of our salaries toward the end of our working careers, mostly because State Secretary-Treasurer Becky Wendlandt helped us to realize that saving this amount in tax-deferred investment instruments (401-ks, IRAs, etc.) would help us save on taxes. An added benefit of saving almost more than you can stand while you are still working is that this helps you get used to living on less money when you are retired.

2. We did not realize that when we needed to take funds out of our TSP account after we retired, the funds we took out would be in the same proportion that we had designated when we put funds in the TSP account while still working. For those of us with a large amount in the C Fund, mostly in the stock market, taking G funds out does not make sense, as the saying is “Buy low, sell high,” and right now, the stock market is not high enough to make back the money most of us lost in the 2008 recession. There is a way to protect yourself, though. You can diversify your funds as you get closer to retirement, putting fewer funds in the volatile C Fund and more funds in the more stable G Fund, for example. Of course, everyone should make his/her own decision on the way funds are designated for TSP, but we wanted you to know the rule: Money that is taken out comes out in the same proportion as it was put in. For example, if you deposited \$30 in the C Fund and \$70 in the G Fund, and deposits can only be made while you are working, of course, then after you retire, you might want to take \$1,000 out. The \$1,000 would be distributed as follows: \$300 would come from the C Fund, and \$700 would come from the G Fund. It is also important to know that once a person retires, there is no way to change the fund designation, as you will no longer be contributing to TSP.
3. If you are not sure whether you can afford to retire, AARP has a Retirement

Calculator: http://www.aarp.org/work/retirement-planning/retirement_calculator/. Retirement depends on your age, income, etc., so every calculation is different.

4. If at all possible, work until you can get your maximum Social Security. This is especially important for FERS employees, as Social Security is one of the three legs of your retirement: Social Security, TSP, and a small Postal Service pension. For a comfortable retirement, all of these legs need to be at the maximum for most of us.
5. If you can wait to retire until you are Medicare eligible, and if you have insurance through the Postal Service, such as the Rural Carrier Benefit Plan, then Medicare and your insurance will protect you if you become ill. The Rural Carrier Benefit Plan also pays 100% of any cancer expenses. Once on Medicare, you will not have to pay deductibles at the doctor’s office, and this is a big help for those of us on fixed incomes. You probably already know that if you want to keep your health insurance after you retire, you must have been enrolled for at least five years.
6. While we were working as rural carriers, we did not have LLVs, so we each had a route car, plus we had a car for travel. Now that we are retired, we only have one car, so we only have to pay for car insurance on one car, and that has helped with expenses. We know it sounds strange to have only one car, but we have done this for three years, and this seems to have worked out for us. Our secret was buying an economical car capable of pulling a utility trailer. The utility trailer gives us the flexibility of a pickup truck, without having to incur any of the major ongoing expenses of a second vehicle. After retirement, saving even a little money can be a game that is fun to play.

These are just a few suggestions, with a little information thrown in, but you really do need to

check everything out for yourself. It is possible that some of the rules have changed in the past three years.

Both of us worked longer than we intended, and we are glad we did, as working a little longer does help with having a bit more money after retirement. If you own a house, be prepared for surprise expenses, such as needing a new roof and repairing plumbing or electrical problems. Besides this, it might be nice to remodel a bathroom, landscape the back yard, etc., and all of this takes money. Maybe it would have been better to have done some of the projects while we were working, but there just did not seem to be enough time and energy. Being a rural carrier is not an easy job, even though it is still the best job in the Postal Service.

Finally, we can all do our part to bring back First Class mail. If we each write a letter a week, then just in our Washington Rural Letter Carrier Association, we would be sending out over 1,800 letters every week. This could present a problem for Postal managers, as they would not need to downsize and close Postal facilities and post offices. We really can win this.

Even though you might not have time to read much right now, if each of us would subscribe to a couple of magazines, then we would have more flats, plus the magazine publishers would send out lots of letters to us, trying to get us to buy even more. This was an idea of Becky Wendlandt's, and we think it is a good one. Editor Susie Hill also suggested that a gift subscription to a magazine is a great present, as the magazine is delivered every month, so that helps the Postal Service, and the person who receives the subscription will think of you fondly every month. You probably have other ideas that will bring more revenue to the Postal Service and help save Postal facilities and jobs.

If you have any suggestions or questions, please let us know. Retirement is wonderful,

but the down side is that a person has to be old to retire!

Patricia and Charles Alexander
2201 30th Street
Bellingham WA 98225-8209
patriciaka@nas.com

PAC Update

Susie Hill
PAC Chair

The fight to save the Postal Service as we know it continues and it takes money to fund this battle. Your contributions to PAC will let Congress know we want to maintain 6-day delivery and keep routes in the rural craft rather than contract them out to private carriers.



The easiest way to donate is by signing up for an automatic deduction from your paycheck or bank account. You can also donate at any meeting or mail your donation to me. My address is in the back of this issue. I can also send you a withholding form.

We will again be holding a Yard Sale to benefit PAC at State Convention. If you have anything you would like to include please take it to a county meeting or Convention. The value of your items will count toward your county total for the Eagle award.

The following have signed up for continuing donations to PAC: Monte Hartshorn, Janice Sisley, Raymond Steele, Levi Hanson, Dawn Bruns, Jan Frymire and Susie Hill. I would love to add your name to the list!

Please continue to write your Congressional representatives. Encourage your family, friends and neighbors to write too. Together we **can** win the war.

**THE NATIONAL RURAL LETTER CARRIERS' ASSOCIATION
APPLICATION FOR FIFTY-YEAR LAPEL PIN**

Have you been a member of the NRLCA for 50 year or more? And did you have an interesting happening on your route or a good story to tell? If so, please fill out the application form. We would like to honor you for your long-time membership. You may also send a current digital photo with the application..

Rules of Eligibility

1. Applicant is presently a member of the National Rural Letter Carriers' Association and has been a member for all or the major portion of the fifty years.

 2. Applicant has completed:
(a) Fifty years service as a rural letter carrier, **OR**
(b) A combination of fifty years as a rural carrier and a retired carrier.
-

STATEMENT OF APPLICANT

(Note: if the proposed recipient of the award cannot complete this statement, a state or local officer, or another responsible member may complete it at the discretion of the State Secretary.)

NAME OF PERSON PROPOSED FOR THE AWARD _____

DATE OF APPOINTMENT AS A RURAL CARRIER _____

DATE OF RETIREMENT (if retired) _____

PRESENT ADDRESS _____

* * *

CERTIFICATION BY OR FOR THE APPLICANT

This is to certify that the above information is correct and that eligibility is established in line with the general rules set forth above.

(Signature) _____

Send Completed Form To:
WARLCA Sec/Tres
2811 N Chase
Liberty Lake WA 99019-5002

**Washington Rural Letter Carriers' Association
Statement of Activities - Previous Year Comparison**
July through December 2011

| | Jul - Dec 11 | Jul - Dec 10 | % Change |
|--|-------------------|-------------------|---------------|
| Ordinary Income/Expense | | | |
| Income | | | |
| 400000 · Dues Income | 245,177.83 | 246,178.31 | -0.4% |
| 410000 · National General Insurance-GM... | 8,787.37 | 10,813.78 | -18.7% |
| 420000 · Reimbursements & Refunds | 7,806.00 | 50,484.40 | -84.5% |
| Total Income | 261,771.20 | 307,476.49 | -14.9% |
| Expense | | | |
| 500000 · Per Capita Expenses | 414.16 | 453.42 | -8.7% |
| 520000 · Meetings and Conventions | 62,460.23 | 21,442.03 | 191.3% |
| 530000 · Equipment Expense | 783.66 | 2,442.41 | -67.9% |
| 550000 · Payroll Txs-Acct Fees-Other Exp | 31,228.73 | 48,744.18 | -35.9% |
| 610CF · President - Cheri Freeman | 2,302.90 | 728.45 | 216.1% |
| 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 | 1,381.74 | 0.00 | 100.0% |
| 620RP · Vice President - R. Pike | 20.00 | 1,391.45 | -98.6% |
| 630RW · Sec/Treas. - R. Wendlandt | 23,268.60 | 30,958.42 | -24.8% |
| 640SH · Editor - Susie Hill | 1,264.81 | 5,357.66 | -76.4% |
| 645000 · Washington Rural Carrier (WRC) | 2,068.16 | 1,963.79 | 5.3% |
| 650MF · District 1 - M. Faulkner | 1,836.06 | 0.00 | 100.0% |
| 650RP · District 1 - R. Pike | 0.00 | 2,337.90 | -100.0% |
| 650SH · District 1 - Susie Hill | 0.00 | 214.66 | -100.0% |
| 660RC · District 2 - R Cowan | 1,538.25 | 3,454.35 | -55.5% |
| 670CK · District 3 - C. Koker | 134.82 | 5,054.86 | -97.3% |
| 670JL · District 3 - J. Lee | 2,684.22 | 0.00 | 100.0% |
| 680EO · District 4 - E. Ogdon | 2,442.32 | 3,766.93 | -35.2% |
| 700000 · Steward Training Expenses | 6,188.39 | 7,842.91 | -21.1% |
| 700JP · Full Time State Stew-J.Patteson | 0.00 | 11,803.43 | -100.0% |
| 700PP · Full Time State Stew - P. Pitts | 37,014.14 | 29,780.42 | 24.3% |
| 701PP · Full Time Assistant-P. Pitts | 0.00 | 8,423.82 | -100.0% |
| 740MH · Senior Asst Stew - M. Hartshorn | 9,389.72 | 7,054.81 | 33.1% |
| 770JP · Senior Asst Stew - J. Patteson | 10,626.08 | 6,176.45 | 72.0% |
| 791RC · Senior Asst Stew - R. Cowan | 19,021.56 | 28,210.06 | -32.6% |
| 792CF · Senior Asst Stew - C. Freeman | 15,201.01 | 21,846.19 | -30.4% |
| 873MF · Area Steward - M. Faulkner | 858.17 | 1,828.92 | -53.1% |
| 874JT · Area Steward - J. Taylor | 2,154.10 | 1,206.75 | 78.5% |
| 875JW · Area Steward - J. Walla | 3,211.00 | 0.00 | 100.0% |
| 880LS · Local Steward | 33.95 | 55.26 | -38.6% |
| Total Expense | 237,526.78 | 259,365.89 | -8.4% |
| Net Ordinary Income | 24,244.42 | 48,110.60 | -49.6% |
| Other Income/Expense | | | |
| Other Income | | | |
| 450000 · Interest Income | 935.75 | 958.56 | -2.4% |
| Total Other Income | 935.75 | 958.56 | -2.4% |
| Net Other Income | 935.75 | 958.56 | -2.4% |
| Net Income | 25,180.17 | 49,069.16 | -48.7% |

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of December 31, 2011

| | Dec 31, 11 | Dec 31, 10 |
|--|--------------------------|--------------------------|
| ASSETS | | |
| Current Assets | | |
| Checking/Savings | | |
| 101000 · Chkg - WA Trust Bank | 52.28 | 10,197.17 |
| 102000 · Svgs - APCU | 86,100.40 | 48,140.83 |
| 103000 · Chkg - Atlanta Postal Credit... | 1,009.29 | 294.15 |
| 104000 · Emergency Fund - APCU | 17,043.29 | 3,413.46 |
| 141000 · C.D.#71 APCU 12 mo (8-1-20... | 30,775.34 | 30,276.36 |
| 143000 · C.D.#73 APCU-12 mo (2-8-07) | 29,549.37 | 29,120.62 |
| Total Checking/Savings | <u>164,529.97</u> | <u>121,442.59</u> |
| Total Current Assets | <u>164,529.97</u> | <u>121,442.59</u> |
| TOTAL ASSETS | <u>164,529.97</u> | <u>121,442.59</u> |
| LIABILITIES & EQUITY | | |
| Liabilities | | |
| Current Liabilities | | |
| Other Current Liabilities | | |
| 210000 · Payroll Liabilities | 17,808.29 | 19,747.87 |
| Total Other Current Liabilities | <u>17,808.29</u> | <u>19,747.87</u> |
| Total Current Liabilities | <u>17,808.29</u> | <u>19,747.87</u> |
| Total Liabilities | <u>17,808.29</u> | <u>19,747.87</u> |
| Equity | | |
| 390000 · Net Assets | 121,541.51 | 52,625.56 |
| Net Income | 25,180.17 | 49,069.16 |
| Total Equity | <u>146,721.68</u> | <u>101,694.72</u> |
| TOTAL LIABILITIES & EQUITY | <u>164,529.97</u> | <u>121,442.59</u> |

Welcome New Members

Rebecca Anderson
 Tyler Berg
 Michael Berger
 Daniel Boyd
 Josephine Broshears
 Don Bruya
 Tammy Burns
 Kimberly Burress
 Kim Chastain Koenig
 Cheri Duhamel
 Jodi Fellows
 Kathleen Forslوف
 Michelle Harvey
 Carol Hermstad
 Richard Hibbard
 Shelley Hogan

Michael Holcomb
 Danielle Hooper
 Hau Huynh
 Star Joralemon
 Kelley Kanehen
 Brenda Keller
 Laura Kelly
 Jill King
 Edward Long
 Vanesa Marble
 Katie Martin
 Anthony McCamant
 Sherie McClung
 Rebecca Odle
 Titus Padilla
 Steven Riggs

Kathy Robertson
 Michael Roznowski
 Kay Sundberg
 Pamela Thayer
 Patricia Trapp
 Jeanette Trzeciak
 Jason Turley
 Randal Wilson

And A Fond Farewell

Norman Gunderson
 Helen Levine
 Henry Stephenson
 John Stevens
 Charles Turner

**OCTOBER 21-22, 2011 MINUTES FROM
WARLCA BOARD MEETING
Hampton Inn, Federal Way, WA**

MEMBERS IN ATTENDANCE: Cheri Freeman, President; Monte Hartshorn, Vice-President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor (came for Saturday afternoon); 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 8:30 AM with a positive go-around, President's remarks, and appointing a time keeper.

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

Correspondence: Letters were reviewed and put under the agenda items.

Minutes: The minutes from the July 17-20, 2011 board meeting were read and approved, and the task list was updated.

Board Policy: The board did an overview of the board policy.

Website: Patrick reported that between August 1 and October 20 we had 1,645 visits from 751 visitors, with a 37% increase in new visits. From May 1 to July 31 we had 1647 visits, from 576 visitors with 27% increase in new visits. Patrick said on an average he spends 2 to 3 hours a week on the website.

State Steward Report: Patrick reported effective October 20; the USPS is revising the ASM (Administrative Support Manual) concerning Social Media. Right now the E mail update list has 157 contacts. Patrick then updated everyone on state level steward ADOP usage, area steward workload, and discussion on mail count and route evaluations. All enhancement trainings have been scheduled and local stewards have been notified.

Secretary/Treasurer Report and Budget

- **Membership:** We are at 1839 members, down 5 from National Convention. We have 456 non-members, of which 214 are regulars and PTF's, and 242 relief carriers. National has done a mailing to non-members and has gotten 2 back so far.
- **Dues:** Becky reported that with the passing of the National Steward System we will need to submit a constitution proposal to change WA dues. The board then reviewed an estimated proposed budget for after the national steward program starts based on no dues increase.
- **Counties:** Annual County Meeting Cutoff

Date: May 14, 2012. District Rep's will need to contact their counties in January to set a date for their annual county meeting. All counties have filed their LM-4. Becky has filed all of the counties 990 EZ with IRS so they can keep their non-profit status for another year.

- **Finances:** Our review by the CPA firm will be starting soon. Becky has sent most of the items that they need and will be working closely with them. She renewed the 3 year ERISA bond as needed for our ING retirement system, and paid KLM for their administrative fees for the IRS form 5500. All ING payments are timely and we are in good standing.
- **PSE:** Discussion on the new position of PSE (Postal Support Employees) in APWU. RCA's are being told they can be dual appointments as RCA and PSE. National is following up on this.
- **Budget:** Budget was reviewed as well as LWOP usage and expenses projected for the March board meeting and spring rally.

2011 National Convention Wrap Up: The board discussed the 2011 National convention.

Equipment: The board reviewed the equipment and decided to purchase a laptop for Renee'. Also the board reached consensus that only the Ricoh would be available to sell to NRLCA.

2012 State Convention – Wenatchee, WA: The board discussed the 2012 State Convention in Wenatchee. We have a signed contract for the Red Lion in Wenatchee for the following dates: Friday, June 22, 2012 from 2 PM to 5 PM is board meeting, Saturday June 23, 2012, from 8 AM to 5 PM is board meeting. Sunday June 24, 2012, 1st day of convention. Monday, June 25, 2012 is the 2nd day of convention and Tuesday, June 26, 2012 will be the final day of convention. Contract is for \$3,200 in food purchase and must meet 80% of 70 room nights to waive the meeting room costs; \$50 fee for set up per room with 1 free room for every 35 room nights. Price for single queen is \$105.95 (Prices include comp. breakfast and internet). Price for double queen is \$115.95, triple is \$125.95 and quad is \$135.95. Registration form was approved.

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. Dates are June 22 -24, 2014.

County Units: Each District Representative reported on their counties.

Island Skagit San Juan meeting December 1, 2011, February 2, 2012, and May 3, 2012.

King Snohomish meeting January 21, 2012 and April 21, 2012.

Mutual meeting January 21, 2012 and April 21, 2012. Lower Columbia meeting November 21, 2011.

Peninsula meeting January 12, 2012.

East Central meeting January 21, 2012.

North East meeting April 28, 2012.

Informational Meetings for 2011/2012: Fall informational meeting is ready to go. Spring inform meeting is March 18, 2012 at Red Lion in Wenatchee. Patrick and Cheri will be the main speakers.

Washington Rural Carrier: Susie joined in the discussion on the Washington Rural Carrier and the board brainstormed on the direction the paper needs to go to reflect the needs of the association. Discussion to go to 10 issues of 2 to 8 pages each. July and August will be combined, as well as November and December. Susie said the paper currently takes 10 to 20 hours per issue, and if going to a 2 to 8 page newsletter would take 4 to 5 hours per issue. Suggest that annual salary be around the same (\$1,200) for the new format, depending on how much needs to be done with designing, printing and mailing. Next issue of WRC will be February. Articles due to Susie by January 20th.

National Steward System: The board discussed the National Steward System and the request from NRLCA on listing of stewards. Monte moved we go into executive session; Becky seconded it, and passed. John moved we come out of executive session; Renee' seconded it, and passed. Becky will write the NRLCA with the listing.

PAC: Susie reported that as of October 11, 2011 WA has donated \$3,151.55 which puts us in the rankings of 17 for both total and per capita (\$1.71 per capita).

Legislative: Cheri updated the board who has not signed on to HR 1351. Those are: David Reichert, District 8; Cathy McMorris Rodgers, District 5; Doc Hastings, District 4; Jamie Herrera Beutler, District 3. We now have 226 co-sponsors of HR 1351. HR 2967 supports unions. HR 2309 will destroy the post office and the union. We all need to continue contact our congress members to support unions and federal employees. Patti Murray is on the super committee for

federal employee's benefits and retirees.

Board Meetings for 2011/2012: Spring Meeting: Thursday, March 15, 2012 from 2 PM to 5 PM (with tour of 2012 convention hotel), Friday March 16, 2012 from 8:30 AM to 5:30 PM, Saturday March 17, 2012 from 8:30 AM to 5:30 PM, and Sunday March 18, 2012 for a couple hours in the morning.

Pre-Convention Meeting: Friday, June 22, 2012 from 2 PM to 5 PM and Saturday June 23, 2012 from 8 AM to 5 PM is board meeting in conjunction with the 2012 State Convention in Wenatchee

The board reviewed July, August, and September 2011 vouchers and finished with a meeting critique.

The board meeting officially ended at 4:30 PM.

Respectfully Submitted to the Board,
Becky Wendlandt

See You March 18

The WARLCA is hosting an informational meeting in Wenatchee Sunday, March 18. It will be held at the Red Lion Hotel, 1225 N. Wenatchee Av. This is also the site of the 2012 State convention. The meeting will start at 1 pm and is scheduled to end at 4 pm with questions and answers until 5 pm. Cheri Freeman, WARLCA President will present the latest on legislative issues and Patrick Pitts, WARLCA State Steward will have updates on the new national steward system and information on what's happening with the contract arbitration. He will also have the latest on current issues in the Seattle District. This is your chance to have your questions answered and receive the correct information on the various aspects of your job.

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.**

MEMBER OF THE YEAR NOMINATION FORM

NAME:

PLEASE GIVE A RESUME OF THE ACCOMPLISHMENTS OF THE ABOVE NAMED NOMINEE:

PLEASE DESCRIBE ANY OTHER SERVICE, SUCH AS CIVIC AND COMMUNITY ACTIVITIES THE ABOVE NAMED NOMINEE PARTICIPATES IN WHICH REFLECT FAVORABLY UPON THE RURAL CRAFT AND THE USPS.

**PLEASE SUBMIT THIS FORM TO:
Monte Hartshorn 141 Alder St NE, Castle Rock, WA 98611-9040
NO LATER THAN FOURTEEN (14) DAYS PRIOR TO THE CONVENING OF THE STATE
CONVENTION.**

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:

----- -----



Western States Conference

April 12-14, 2012

Missoula, Montana

The 2012 Western States Conference will be held at the

Hilton Garden Inn

3720 North Reserve Street, Missoula, MT 59808

406-532-5300 or 877-STAY HGI

www.missoula.hgi.com

Rooms will be at the government rate of \$87

Please reference "Western States Conference" when reserving rooms

Reservations must be made by 3/21/2012 for group rate

Complimentary airport shuttle from Missoula Airport (MSO)

The banquet will be held Friday, April 13

Western States Conference Registration

Registration Fees

Before March 1

After March 1

Conference Only

\$10

\$15

Banquet Only

\$30

\$35

Conference & Banquet

\$40

\$45

Conference Only: _____ Attending at \$ _____ = \$ _____

Banquet Only: _____ Attending at \$ _____ = \$ _____

Conference & Banquet: _____ Attending at \$ _____ = \$ _____

Total enclosed \$ _____

Name _____

Additional Names _____

Address _____

Phone _____ Email _____

Make checks payable to MTRLCA

Cindy Eisenman

3768 Eastside Highway

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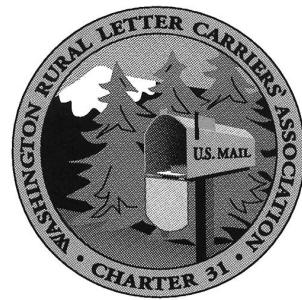
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WASHINGTON RURAL CARRIER

UPCOMING DATES TO REMEMBER

Campaign Article Deadline April 5.
Informational Meeting March 18
State Convention June 24-26

warlca.com



Where Service Begins With a Smile

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